

Sustainability Report

FUJIFILM Holdings Corporation **2016**



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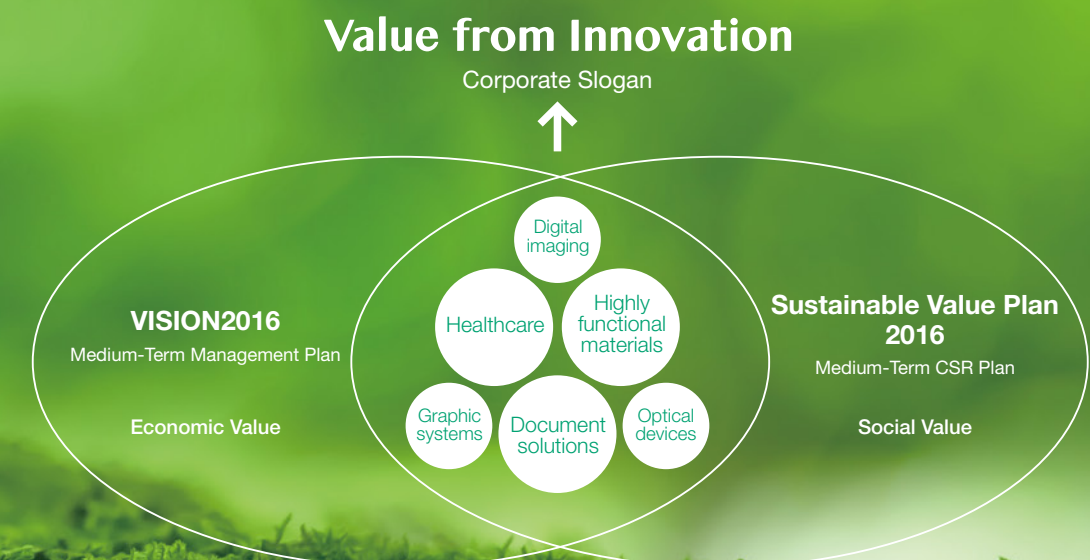
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Value from Innovation

At Fujifilm, we are continuously innovating — creating new technologies, products and services that inspire and excite people everywhere.

We take an open and flexible attitude to innovation, combining our own original technology with human resources, expertise and technology from around the world. Through this powerful synergy, we rapidly and nimbly develop new solutions that address the true needs of our global customers.



Under its Corporate Slogan "Value from Innovation," Fujifilm Group continues to contribute to the sustainable development of society through VISION 2016, its Medium-Term Management Plan and Sustainable Value Plan 2016, its Medium-Term CSR Plan.

Our strength lies in the power to overcome crisis and is the driving force that propels us to the next dimension

Recognizing strength in adversity: Real power is tested in a state of emergency

The Great Kumamoto Earthquake that took place in April caused massive damage in the prefectures of Kumamoto and Oita. We would like to take this opportunity to express our condolences to the victims of the disaster and our prayers for the speedy recovery of the area. At the same time, we would like to express our deepest gratitude for the support and encouragement we have received from various parties.

In this natural disaster, FUJIFILM Kyushu, one of our leading factories in Japan, sustained immense damage. Fortunately, no human lives were lost, but many employees suffered damage and were faced with the need to rebuild their lives and protect their families. Notwithstanding such conditions, they voluntarily reported for work and exerted the utmost efforts to help restore the operation of the factory. Thanks to the emergency dispatch of support staff members, speedy delivery of recovery support materials and other measures based on our BCP (business continuity plan), which we strengthened in the aftermath of the previous Great East Japan Earthquake, as well as the extensive support received from various parties, the factory was able to restart production only two weeks after the earthquake. As a result, the impact on our supply chain was kept to a minimum. We received much praise for our emergency response capabilities and also for the strong ties we have been able to develop with our customers and the local communities. Alongside our recovery activities, we were able to donate the sum of 100 million yen as a relief fund to Kumamoto Prefecture to support the early recovery of the region.

As a business operating in Japan, we believe that we have to prepare for natural disasters of this kind at all times, and we continue to work on developing our organization and human resources to ensure we are able to respond swiftly and precisely to crises, based on our experience in past earthquake disasters. Looking back on the various activities conducted during this earthquake disaster, we were strongly encouraged to realize that our efforts have extended to each and every one of our employees.

There is an old Japanese adage that says “strong grass can be recognized in stormy winds.” It is with stormy winds that the true power of an organization and of its people is put to the test. Stormy winds may signal a natural disaster, competition in the economic or business area or a tumultuous change in geopolitics. With roughly 60% of our sales coming from overseas markets and continuous competition in the rapidly changing global markets, and Brexit—the departure of the UK from European Union membership—can be

considered “stormy winds” on a global scale. Notwithstanding such adversities, continuous reinforcement of the organization and its people will enable us to turn the stormy headwind into a tailwind, a crisis into an opportunity. We believe we must consolidate the strengths of individuals working around the world to lead the company toward further business growth.

Following through to the end to achieve the objectives of VISION 2016

Under the new corporate slogan “Value from Innovation” established in 2014, we are making a concerted effort to achieve the goals of our Medium-Term CSR Plan, “Sustainable Value Plan 2016 (SVP 2016)” and the Medium-Term Management Plan, VISION 2016.

Under VISION 2016, our goals in FY2016 are to realize an all-time high in operating profits of 220 billion yen and an ROE of 6–7%. We aim to fulfill a business portfolio to realize stable growth in the medium to long term and enhance shareholder returns, and therefore become a company that can successfully contribute to society with sustainable growth.

In FY2015, we achieved consolidated sales of 2.4918 trillion yen (comparable to the previous fiscal year), and operating profit of ¥191.2 billion (10.9% over the previous year). Our sales profit rate amounted to 7.7% and ROE was 5.8%. In FY2016, all employees will focus on the “priorities” in their business operations and concentrate their efforts promptly to achieving the targets of VISION 2016.

Promoting SVP 2016 to contribute to resolving social issues

In SVP 2016, our Medium-Term CSR Plan, we made a commitment to implementing CSR activities from a new perspective of creating values for society and contributing to resolving social issues, in addition to consideration for the environment and society in our business processes.

Despite our production output exceeding that of the base year of 2005, CO₂ emissions for the entire group in FY2015 have reduced 560,000 tons (down 11%) over the base year, achieving the FY2016 target of 10% reduction a year earlier. The figures are the results of the group-wide efforts to promote energy conservation measures, use of the in-house co-generation system in Japan, use of renewable energies in overseas operations and continual energy-saving activities at our production sites. Additionally, we have contributed to reducing the impact on the global environment with our highly functional materials created with our own technologies, such as the backsheet for solar cells that increases durability and

the sensor film for touch panels EXCLEAR that is free of rare metals.

These activities won worldwide recognition, with continued selection once again in FY2015 as a top constituent in the Dow Jones Sustainability World Index (DJSI World) and FTSE4 Good Global Index (FTSE), the world’s leading indices on socially responsible investment (SRI). In the RobecoSam Sustainability Award, we ranked the Gold Class and Industry Leader. We were also selected as a “Climate Disclosure Leadership Index” by the Driving Sustainable Economies (CDP), the international not-for-profit organization that motivates companies to disclose their strategies on climate change and concrete emissions figures.

In contributions to resolve social issues, we are actively working on meeting unmet medical needs through our core business operations in health care. In FY2015, we not only accelerated development of anticancer and other new drugs in our pharmaceutical business but also expanded our scope in drug creation support and cellular treatment through the partnership formed between our group company and world-leading iPS cell developer and manufacturer Cellular Dynamics International and Japan Tissue Engineering.

In view of the importance to a business growing alongside society of pursuing social value together with economic value, we plan a group-wide effort to meet the diverse expectations of our company through achieving the goals of SVP 2016.

Achieving further advances, propelled by historic agreements

In 2015, two historic international agreements were concluded on global sustainability, transcending the lines dividing industrialized nations and emerging economies. They are the Sustainable Development Goals (SDGs) adopted in September by the UN General Assembly and the Paris Agreement at COP21 of the United Nations Framework Convention on Climate Change (UNFCCC) in December.

The SDGs define 17 goals for sustainable development, including climate action, good health and well-being, no poverty, reduced inequalities, and clean water and sanitation, and 169 targets for the SDGs and calls for active participation not only by nations but also by private sector companies.

Also, COP21 established as a goal for 196 parties to keep the increase in global average temperature to well below 2°C above pre-industrial levels and to drive efforts to limit the increase to 1.5°C. Each member nation is now required to develop and submit its own long-term development strategy on low greenhouse gases emissions. We believe that this is the result of sustainable growth being most certainly the top-priority issue and global awareness of the serious threat to mankind and the Earth, unless action is taken now.

Since the SDG targets are wide-ranging and the goals of the Paris Agreement extremely ambitious, they are not easily realized. However, global sustainable development cannot be made unless companies make the goals their own and make efforts to achieve them.

We have faced crises on many occasions since the founding of the company in 1934. Perhaps the greatest of these arose with the rapid advance of digitalization around the



Shigetaka Komori

August 2016
Shigetaka Komori
Chairman and Chief
Executive Officer

turn of the century which resulted in the disappearance of the photographic film market. However, we were able to turn this crisis into an invaluable opportunity and the driving force to the next level through the concerted hard work of our management and employees. The targets and goals of the SDGs and the Paris Agreement should similarly be regarded as presenting us with a prime opportunity for greater advancement for our businesses through contributing to the goals.

In June this year, we established a new management organization for development to the next dimension. Under the slogan “Value from Innovation,” we plan to generate greater innovation through consolidated efforts by the new management and employees, creating new values and contributing to the sustainable growth of society.

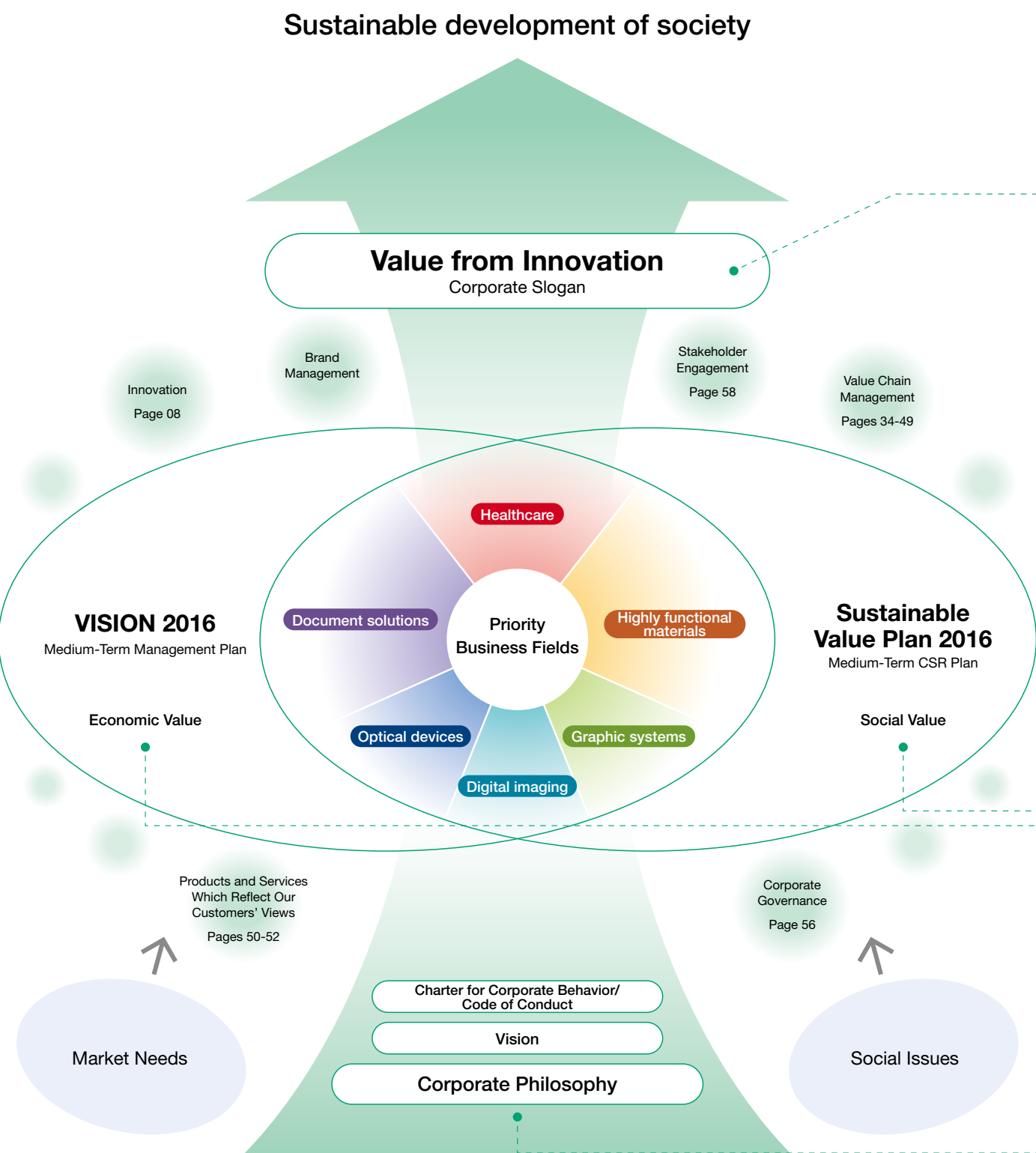
The Fujifilm Group's Approach to a Sustainable Society

To celebrate the 80th anniversary, the Fujifilm Group founded its new corporate slogan, "Value from Innovation," which seeks to continue creating new technologies, products and services that inspire and excite people everywhere, and empower the potential and expand the horizons of tomorrow's business and lifestyle. We established VISION 2016, our Medium-Term Management Plan and Sustainable Value Plan 2016, our Medium-Term

CSR Plan based on this slogan. We believe that creating new value through our unique and advanced technologies and solving social issues through our business activities, present opportunities for our business growth and at the same time we can contribute to society. To put this into practice, we selected businesses in which we can demonstrate our strengths in terms of

technology and market position. In these priority business fields (healthcare, highly functional materials, document solutions, graphic systems, optical devices, and digital imaging) high growth is expected due to rising social demand. In particular, health, energy, and information are today key social elements to support a sustainable society, and there are many related issues to be addressed. For this reason, we positioned the healthcare, highly functional

materials, and document solutions businesses as the core businesses to drive our overall enterprise. The Fujifilm Group aims at being a corporation that contributes to the sustainable development of society though creating "new value."



Working to manage the brand through a corporate slogan, "Value from Innovation"

We globally reinforced our brand value in order to disseminate the true meaning of this slogan, and to enable each employee to realize "Value from Innovation."

- Corporate advertisements in newspapers, magazines, and websites in and out of Japan
- Questionnaire to employees (Response from 11,300 individuals in Japan and overseas on brand image etc.)
- Publication and distribution of related leaflets
- Commencement of the Innovation Idea Proposals Program that can be used by all employees across the world

<http://www.fujifilmholdings.com/slogan/en/>

Booklet for promoting greater employee understanding

Concept of VISION 2016, the Medium-Term Management Plan

Firm and strong management base
Stable generation of profit and cash

Fulfill its business portfolio to realize stable growth in medium to long term

Accelerate growth of core businesses Profitability improvement in all businesses

Enhancement of shareholder returns

Achieve record-high profits and improve ROE
Further increase of profit by utilizing cash that can be generated stably and be a company that can successfully contribute to society with sustainable growth.

We established the Medium-Term Management Plan "VISION 2016" in November 2014. We plan to expand our market by providing products that fully meet customer needs, focusing on our business fields of healthcare, highly functional materials, and document solutions as the growth drivers. We also intend to improve our profitability in all businesses by enhancing productivity. Through this, we will enhance our business portfolio where stable growth in the medium to long term can be expected, with the aim of being a company that contributes to society through sustainable growth.

Medium-Term CSR Plan FUJIFILM Sustainable Value Plan 2016

Solving social issues through business activities

Environment Health Daily Life Working Style

Promotion Policy 1
Contribute to solving social issues

Promotion Policy 2
Environment

Promotion Policy 3
CSR framework

Conscious on environmental and social impact within business processes

Sustainable Value Plan 2016 (SVP 2016), the Fujifilm Group's medium-term CSR plan for FY2014 to FY2016, is the representation of our approach to corporate social responsibility, which states "Contribute to the sustainable development of society by putting our Corporate Philosophy into practice through business activities." Through our technologies, products, and services in the four priority fields, we are working to resolve various social issues besides conscious on environmental and social impact within business processes.
* See pages 10-49 for details.

Corporate Philosophy

We will use leading-edge, proprietary technologies to provide top-quality products and services that contribute to the advancement of culture, science, technology and industry, as well as improved health and environmental protection in society. Our overarching aim is to help enhance the quality of life of people worldwide.

[Fujifilm Group Corporate Philosophy/Vision \(full text\)](http://www.fujifilmholdings.com/en/about/philosophy/index.html) <http://www.fujifilmholdings.com/en/about/philosophy/index.html>

Vision

Anchored by an open, fair and clear corporate culture and with leading-edge, proprietary technologies, Fujifilm is determined to remain a leading company by boldly taking up the challenge of developing new products and creating new values.

[Fujifilm Group Charter for Corporate Behavior \(full text\)](http://www.fujifilmholdings.com/en/about/philosophy/conduct/index.html) <http://www.fujifilmholdings.com/en/about/philosophy/conduct/index.html>

Charter for Corporate Behavior

1. A Trusted Company
2. Social Responsibility
3. Respect for Human Rights
4. Global Environmental Conservation
5. Vibrant Workplaces

[Fujifilm Group Code of Conduct \(full text\)](http://www.fujifilmholdings.com/en/about/philosophy/law/index.html) <http://www.fujifilmholdings.com/en/about/philosophy/law/index.html>

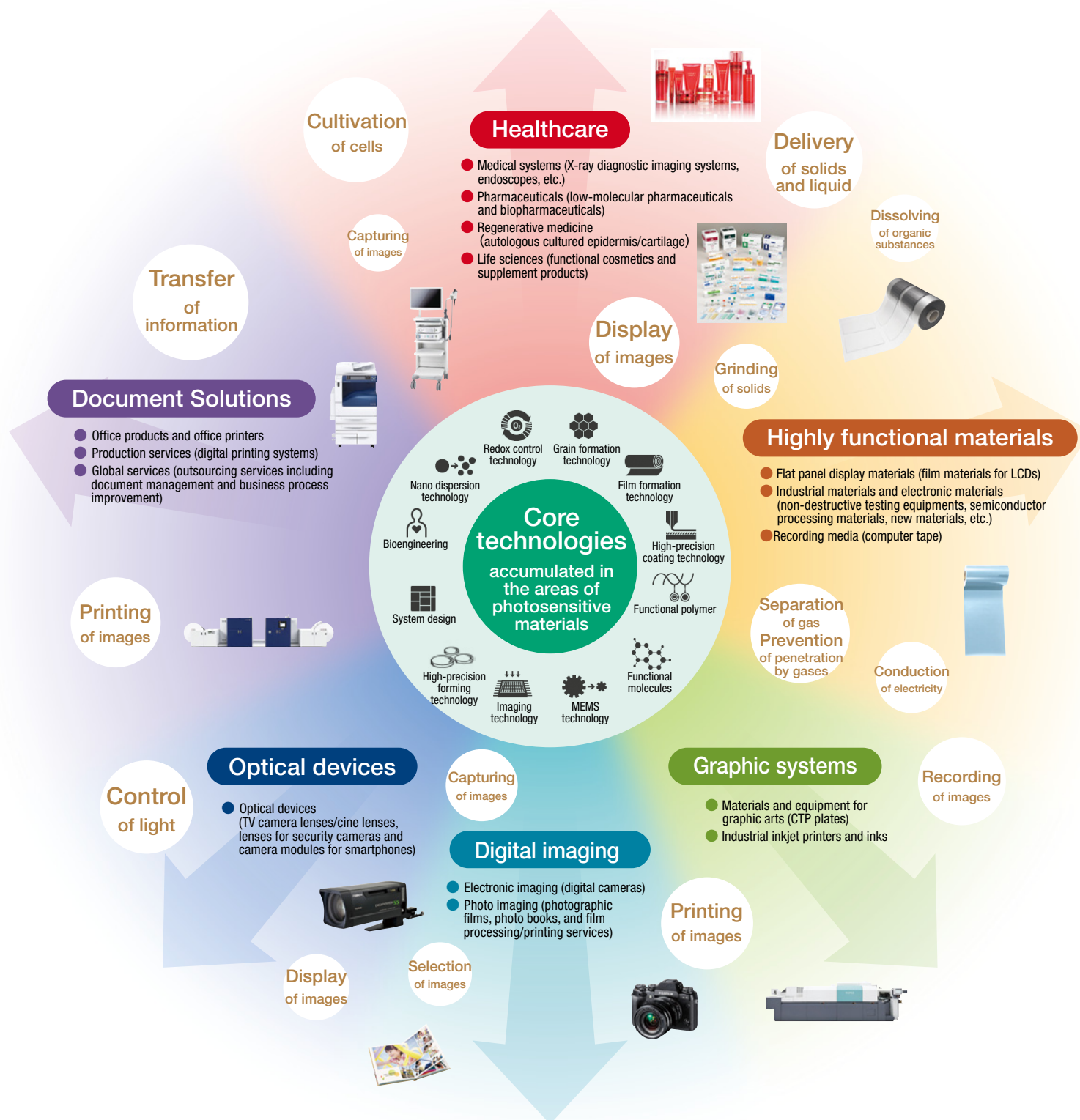
Code of Conduct

1. Respect for Basic Human Rights
2. Open, Fair and Clear Corporate Activities
3. Protection/Preservation of Corporate Assets and Information
4. Environmental Conservation and Protection

The Fujifilm Group's Technologies and Businesses

The Fujifilm Group, with its business origins in photographic film, today runs wide ranging businesses utilizing technologies developed over the years. Combining our highly applicable core technology based on photosensitive materials, and other unique core technologies that differentiate us in terms of quality and

cost performance, we are able to offer a diverse range of products and services. We also strive to continue to create innovative technologies and new value based on our core technology, aiming to nurture a business in which social demands and expected growth are high, and the Fujifilm Group can exert its distinctive strengths.



Fujifilm Group's Corporate Social Responsibility (CSR)

The roots of CSR are the trust of stakeholders and consideration for the environment

The Fujifilm Group's business originated with photographic film, a product for which lots of clean water and fresh air are essential to the manufacturing process. It is also a product which requires customers to "buy on trust," since they cannot try it out beforehand. Thus, for the Fujifilm Group, an approach which emphasizes environmental conservation and maintaining the trust of stakeholders has been a major premise at the very foundations of our business activities. This approach is the starting point for our corporate social responsibility (CSR) activities and continues to be passed down within our group, as the Fujifilm Group's "DNA."

Fujifilm Group established a current Corporate Philosophy and Vision following the shift to a holding company structure in 2006. Founded on the spirit of contribution to advancement of society, improved health, environment protection and enhancement of the quality of life of people, by providing top-quality products and services with open, fair and clear workplace culture and leading-edge, proprietary technologies, we have established the Fujifilm Group Charter for Corporate Behavior and the Fujifilm Group Code of Conduct and implement them thoroughly throughout the Group.

In the Charter for Corporate Behavior, we uphold five principles, including "Respect for Human Rights," while in the Code of Conduct we define compliance as "more than simply not breaking the law and acting correctly in the light of common sense and ethics," and declare that all Group employees, including senior executives, will conduct themselves in line with these action guidelines.

Moreover we have made the following statement to encourage all Fujifilm Group employees to commit

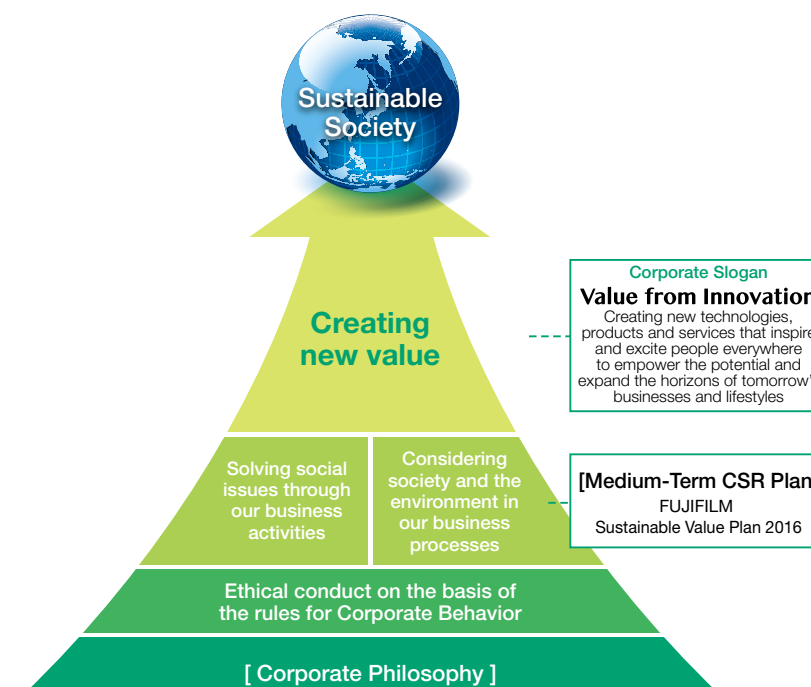


FUJIFILM Ashigara site located in an environment blessed with copious clean air and water

themselves to the fulfillment of corporate social responsibility (CSR) in their daily business operations: The Fujifilm Group's Approach to Corporate Social Responsibility is to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.

In 2014, we revised the Approach to CSR in order to identify the social challenges and more actively seek their solutions under the new corporate slogan, "Value from Innovation," established to coincide with our 80th anniversary. We follow this approach and slogan in further promoting our CSR activities.

The Fujifilm Group's Approach to CSR



The Fujifilm Group's Approach to CSR

The Fujifilm Group's approach to corporate social responsibility is to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.

We will not only fulfill our economic and legal responsibilities, but also:

1. endeavor to understand global as well as local environmental and social issues and create value to address these issues through our business activities.
2. continue to evaluate the environmental and social impact of our business activities and strive to improve the performance while increasing our positive impact on society.
3. constantly reassess whether our activities are responding adequately to the demands and expectations of society through proactive stakeholder engagement with our stakeholders.
4. enhance corporate transparency by actively disclosing information.



Under the corporate slogan, “Value from Innovation,” established to coincide with our 80th anniversary, the Fujifilm Group has created a new Medium-Term CSR Plan covering FY2014 to FY2016, titled, “Sustainable Value Plan 2016” (SVP 2016), and commenced work on its

implementation. Following SVP 2016, we aim to be a corporation that contributes to the “development of sustainable society” by proactively creating “new value” toward resolving social issues.

Social Background & Basic Approach

At present, global warming and other environmental issues are in a state of crisis. In addition, social issues such as human rights and social disparity are becoming ever more serious. This in turn drives society to expect global corporations with greater influential power to take actions towards resolving such issues. At the same time, corporations are changing their approach to CSR by taking the initiative in identifying and solving social issues as an opportunity for their renewed growth, rather than simply reacting to regulations and requests. Thus, the relationship between CSR and business activities is becoming closer than ever. Since the Fujifilm Group’s first Medium-Term CSR Plan was created in 2007, immediately after FUJIFILM Holdings was established, we have promoted CSR activities in a systematic manner. This latest plan—our third—reflects the idea of “Contributing to solving

social issues through products, services, and technologies.” We enhance collaboration between our business activities and social issues under the heightened expectation for the global companies to solve the worsening environmental and social issues. By this reflection, we embody our CSR Approach, “to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities.” In addition to resolving social issues through its innovative technologies, products and services in the four priority areas related to the driving forces that VISION 2016 focuses on (healthcare, highly functional materials and document solutions), the company will reinforce and expand by aggressively tackling environmental issues in its business activities and its CSR basis for activities on a worldwide scale. The Fujifilm Group aims to be a company that contributes to “the sustainable development of society” by actively creating “new values” to resolve the various social issues that we face.

Creating the Triple Promotion Policy

The SVP 2016 Triple Promotion Policy was established in the following four steps. Please visit the link below for details of the process. <http://www.fujifilmholdings.com/en/sustainability/valuePlan2016/process/index.html>

STEP 1 Clarifying the Basic Policies

Making it clear in the Basic Policies through a review of existing CSR activities.

STEP 2 Extracting Social Issues Based on Business Strategy

- Listing social issues based on indicators found in ISO 26000, GRI guideline, etc.
- Clarifying possible products, services, and technologies by division

STEP 3 Evaluation of Materiality

The following two approaches have been implemented: 1) Solving social issues through business activities 2) Conscious on environmental and social impact within business processes

STEP 4 Planning and Review

- Setting goals for priority issues, along with internal reviews and approval

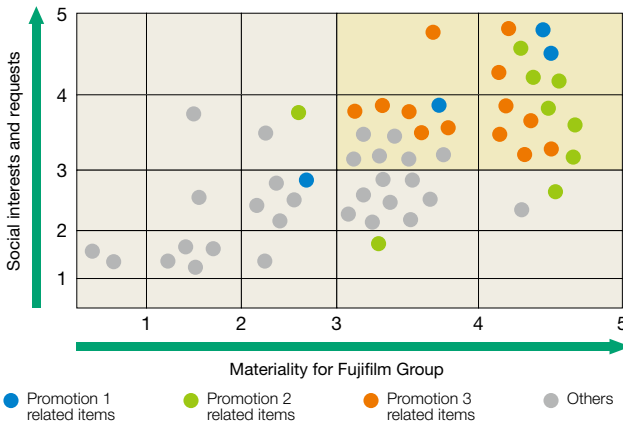
In FY2015, a general review of the Group’s priority issues identified in SVP 2016 was carried out employing the perspective of the SDGs on the 130 items involved in social issues. Specifically, we invited the CSR specialist E-Square to participate once again, as for the development of SVP 2016, to examine the 169 SDG targets from the standpoint of “social interests and requests” and “materiality for the Fujifilm Group” and to help decide whether new items should be added to the existing priority issues. The findings led to items that increased in importance but confirmed that there is no significant difference with the existing items. We will aim to contribute solving social issues shown in the SDGs through

	Medium-Term CSR Plan FY2007-2009	Medium-Term CSR Plan FY2010-2013	New Medium-Term CSR Plan FY2014-2016
Thorough implementation of sound corporate governance and compliance	Priority issues (Legal compliance and taking responsibility as a corporate citizen)		Continue & reinforce
Reduction of impact on environment and society		Expand the scope	Maintain & reinforce
Across the value chain, product lifecycles, and world-wide			
Solve social issues through business activities actively		Expand the scope	Company-wide efforts

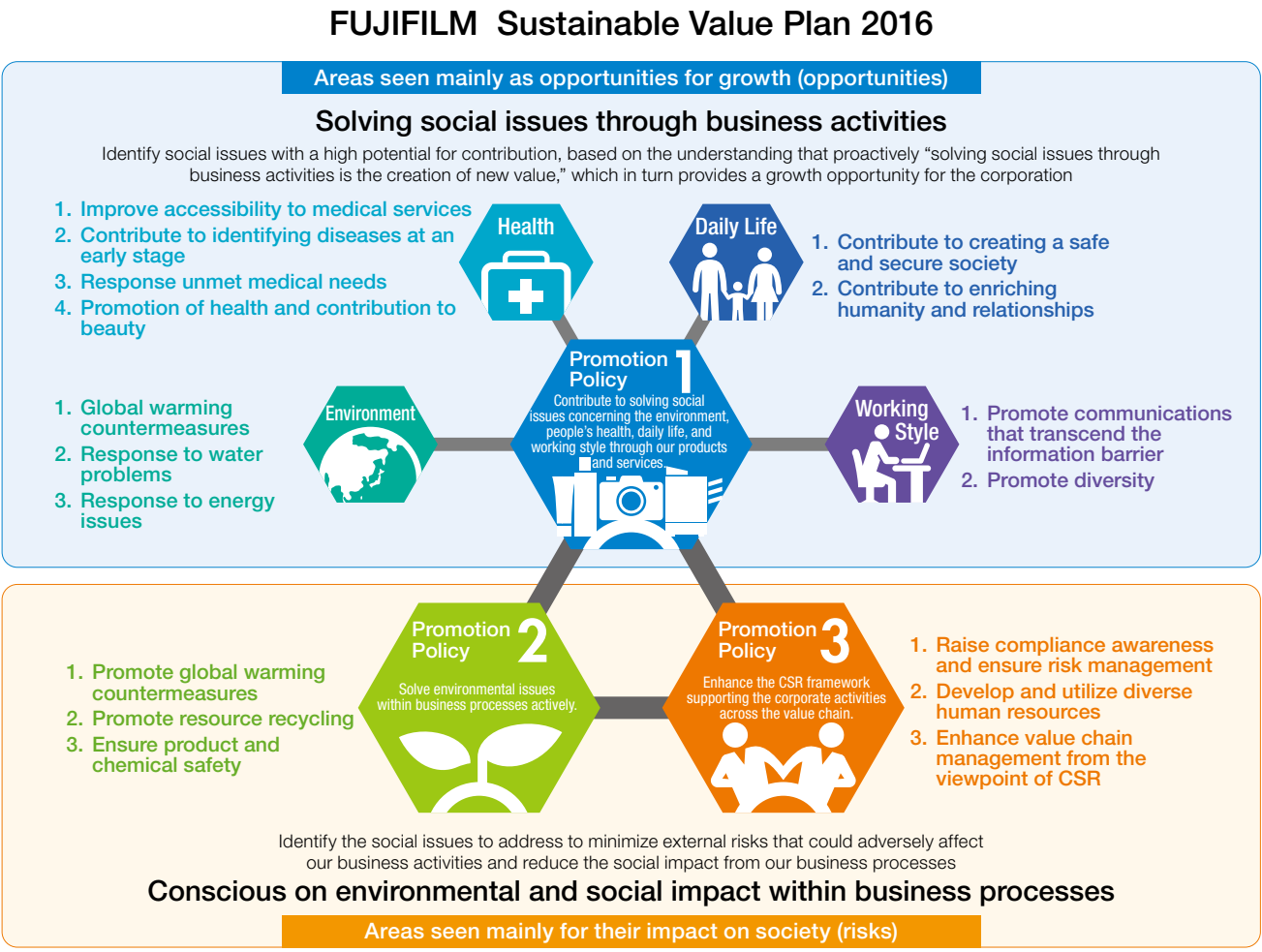
Matrix on Social Issues and Fujifilm Group’s Products, Services, and Technologies

Business fields	Social issues	Medical	Pharmaceuticals	Highly functional materials	Document solution
Environment	Reduce CO2 emissions	●●		●●●●	●●●●	
	Energy issues	●		●●●	●●●	
			●●	●●	
	Exhaustion of resources			●	●●	
Health	Improve accessibility to medical services	●●●●			●●	
	Identify diseases at an early stage	●●●●				
		●●			
	Reduce doctor’s burden	●●			●	
Daily Life	Enrich humanity and relationships	●	●		●●	●●●●
	Create a safe and secure society			●●	●	●
			●		●
					●
Working styles	Promote communications				●●●	
	Promote diversity				●●	●

Materiality Mapping for Extracting Priority Issues



promoting our activities along with the Group’s priority issues identified in SVP 2016.



Fujifilm Group’s Actions on SDGs

	1 No Poverty	2 Zero Hunger	3 Good Health and Well-Being	4 Quality Education	5 Gender Equality	6 Clean Water and Sanitation	7 Affordable and Clean Energy	8 Decent Work and Economic Growth	9 Industry, Innovation and Infrastructure	10 Reduced Inequality	11 Sustainable Cities and Communities	12 Responsible Consumption and Production	13 Climate Action	14 Life below Water	15 Life on Land	16 Peace, Justice and Strong Institutions	17 Partnerships for the Goals
Promotion policy 1			●		●												
			●								●					●	
						●	●	●			●	●	●	●	●		
			●	●	●			●	●	●	●	●					
Promotion policy 2			●			●		●			●	●					
Promotion policy 3		●	●	●	●	●		●	●		●			●	●	●	●

5,316 participants
The number of participants of Tono Mirai Zukuri College

JCIA Technology Award
for the development of sensor film for touch panels

World's highest capacity on a coated magnetic tape
Demonstrated 220 TB data storage capacity per cartridge

216 million yen
Subsidy for development of highly sensitive, rapid tuberculosis diagnostic kit for developing countries

Acceleration on regenerative medicine business
Promoting studies for practical use of cell therapy by iPS cells

1.8 times increase
Generated hours for sales activities by work style reforms

FUJIFILM Sustainable Value Plan 2016

Promotion Policy 1

Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services.

Health

Page 17

1. Improve accessibility to medical services
2. Contribute to identifying diseases at an early stage
3. Response unmet medical needs
4. Promotion of health and contribution to beauty

Daily Life

Page 21

1. Contribute to creating a safe and secure society
2. Contribute to enriching humanity and relationships

Environment

Page 24

1. Global warming countermeasures
2. Response to water problems
3. Response to energy issues

Working Style

Page 26

1. Promote communications that transcend the information barrier
2. Promote diversity

Photo: SonoSite iViz, a tablet-type highly portable diagnostic ultrasound system for medical situations.

FUJIFILM Sustainable Value Plan 2016

Promotion Policy 1

Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services.

Health

Priority Issue 1

Improve accessibility to medical services

Targets: (1) Improve the medical environment in emerging countries
(2) Increase medical check opportunities in disaster or emergency situations and improve diagnostic accuracy
(3) Increase the medical check opportunities and improve diagnostic accuracy by reducing the burdens on doctors

Priority Issue 2

Contribute to identifying diseases at an early stage

Target: Disseminate medical diagnosis systems with improved accuracy and less physical burden on patients

Priority Issue 3

Response unmet medical needs

Target: Develop medicines for diseases without effective treatments

Priority Issue 4

Promotion of health and contribution to beauty

Targets: (1) Extend healthy life expectancy and support positive state in everyday life
(2) Assist women in staying healthy, beautiful, and attractive

Social Issues

Risks in international society

- Aging society
- Increased medical costs
- Regional divide in medical care
- Response to healthy life expectancy
- Unmet medical needs
- Global health
- etc.

Health is listed as one of the goals of SDGs. For example, the number of people suffering from diabetes is drastically increasing in many countries, particularly in developing countries, although it is a preventable and treatable disease. One of the disease's main causes is obesity, an illness of modern society. About 422 million adults had diabetes, with around 1.5 million deaths per year resulting from the illness. The total number of patients is expected to multiply in the next 20 years, and due to this rapidly increasing risk from diabetes across the world, WHO decided to make diabetes the major focus of World Health Day 2016.

Global number of adult diabetic patients

Source: Global report on diabetes, WHO

Basic Approach

Health is the most personal and important topic for people, yet there is a range of associated problems, such as disparities in medical access, shortage of doctors, increasing burden on medical workers, and surging medical costs. The Fujifilm Group started producing X-ray film in 1936, soon after the company's establishment. Since then we have been a long-term contributor in the field of Medical Diagnosis. Our medical business has recently expanded into the Prevention and Treatment fields, as a part of a strategic move towards the group's growth. We are continuously striving to widen our contribution to promoting people's health and welfare. In this new CSR Plan, we set out four priority issues based on the scale of our contribution to help solving the social challenges, identified through reviewing all the products, services, and technologies that we possess.

Related Business Fields

Healthcare

- **Medical systems** (X-ray diagnostic imaging systems, endoscopes, etc.)
- **Pharmaceuticals** (low-molecular pharmaceuticals and biopharmaceuticals)
- **Regenerative medicine** (autologous cultured epidermis/cartilage)
- **Life sciences** (functional cosmetics and supplement products)

Document Solutions

- **Global services** (outsourcing services including document management and business process improvement)

Related ongoing business activities

(introduced in Sustainability Reports 2014 & 2015)

- Virus detection diagnostic systems
- Regenerative medicine
- Diagnostic ultrasound systems
- Endoscope systems
- Cosmetics and nutritional supplements aimed at carbohydrate-control and antioxidation
- Support for medical & pharmaceutical frontlines
- Education & training for medical staff in emerging countries
- IT solutions for hospitals
- New medicines for cancers

Outline of Activities in FY2015

The Fujifilm Group aims to be a total healthcare company and is making steady progress in strengthening its business structure. Particularly in the field of medial systems, our **medical IT systems** and **diagnostic ultrasound systems** have a good reputation in the market, with sales expanding across the world.

In 2015, we acquired TeraMedica, Inc. in the U.S. in order to contribute to more efficient medical imaging management and diagnoses. We also made contributions to building network systems that link a local government and related organizations. We also started a new business collaboration in order to establish technology to **build a rapid diagnosis system for tuberculosis**, one of the world's three major infectious diseases, based on our own early detection technology for influenza virus.

In the field of regenerative medicine, we expanded our business strengthening the partnership with our group companies, Japan Tissue Engineering Co., Ltd. and Cellular Dynamics International, Inc. which has become a consolidated subsidiary.

Further, in the pharmaceutical field, we expanded **the biopharmaceutical contract manufacturing business**, and

promoted new drug development through starting clinical trials of two **anticancer drugs** in the U.S.

Future Prospects

In the filed of medical systems, we plan to introduce **systems that assist efficient management and diagnosis of medical images**. Other contributing prospects include promotion of a **portable diagnostic ultrasound system** that works well in remote locations and emergency situations, and unique endoscopes—such as **transnasal endoscopes** and **models using laser light**. We also plan to enhance the lineup of functional products that use our proprietary technologies in the life science field. Our focus in the pharmaceutical business includes further enhancement of **biopharmaceutical contract manufacturing** and the development of new drugs that meet “unmet medical needs,” such as **treatment for Alzheimer's disease** and **anticancer drugs**. We are also strengthening our **regenerative medicine business** through acceleration of products and industry-government-academia collaboration, aiming to further contribution to the industry.

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FUJIFILM Holdings Corporation Sustainability Report 2016 13



2013
Establishment of Regenerative Medicine Business Development Office & Regenerative Medicine Research Laboratories

2014
Japan Tissue Engineering Co., Ltd. became a wholly owned subsidiary/Launch of extracellular matrix

2015
Acquired Cellular Dynamics International, Inc.

Priority Issue 3

Regenerative Medicine

Group-wide action on cell therapy and drug creation support

[Previous activity report] Sustainability Report 2015, page 18

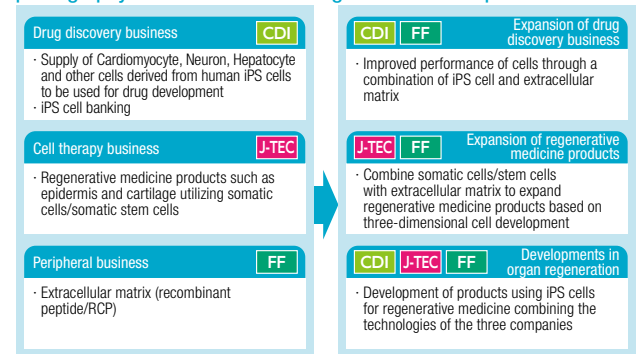
Now, there are more than 30,000 types of diseases in the world for which effective treatment methods and

drugs have yet to be found. Regenerative medicine is drawing attention as the potential solution. Regenerative Medicine is to bring advances in cell therapy in restoring the function of diseased parts by regenerating damaged organs or tissues with artificially cultured cells and tissues (somatic cells, somatic stem cells and iPS cells*1). In addition, it is expected to simplify and increase certainty of drug discovery, by utilizing iPS cells in its process.

Fujifilm Group is marketing "cellnest" (recombinant peptide or RCP), an extracellular matrix essential for cell culture developed with Fujifilm's collagen technology accumulated in photography business. In addition, in 2014 we acquired Japan Tissue Engineering Co., Ltd. (J-TEC), the only company in Japan marketing autologous cultured epidermis and autologous cultured cartilages at that time. In May 2015, we proceeded to acquire Cellular Dynamics International, Inc. (CDI), a leading company in iPS cell development and manufacturing, and established Cellular Dynamics International Japan Co., Ltd. (CDJ) in October for sales operations in Japan. These steps have enabled the Group to set up the framework to expand the business domain extensively in areas of iPS cell-based drug development, cell therapy covering stem cells, somatic stem cells and iPS cells. Although iPS cell-based therapy has yet to be applied in actual practice in the world, we plan to start clinical trials for the treatment of age-related macular degeneration that causes blindness (in collaboration with the National Eye Institute (NEI)*2), as well as the development in the treatment of Parkinson's disease, heart diseases, and other conditions. As the top runner in regenerative medicine, we plan to contribute to the further industrialization of regenerative medicine by generating synergy between our high-performance

▼Regenerative Medicine of Fujifilm Group

Expand the regenerative medicine business with the combination of Fujifilm's extracellular matrix, our technology accumulated in the photography business and technologies of other companies.



FF: FUJIFILM Corporation
CDI: Cellular Dynamics International, Inc.
J-TEC: Japan Tissue Engineering Co., Ltd.

material technologies, engineering technologies, CDI's iPS cell-related technologies and know-how, and J-TEC's manufacturing technologies for therapeutic cells.

*1 Somatic cells, somatic stem cells and iPS cells: Somatic cells reproduce only for specified purposes and do not differentiate into others. Somatic stem cells are capable of differentiation into organs in a certain range. iPS cells have the ability to differentiate into a variety of organ cells and can multiply infinitely.

*2 NEI: Organization conducting research and supporting treatment of eye diseases, an arm of the National Institutes of Health (NIH), the medical research organization under the United States Department of Health and Human Services.

Priority Issue 1

Medication Verification System

PROOFIT cuts down pharmacists' workload

The workload of pharmacists are growing rapidly, expanding from dispensing to counseling on medications, in response to the development of disease prevention, self-medication*1 and home medical care for the community and the elderly.

In April 2016, Fujifilm introduced a new medication verification system named PROOFIT. It helps pharmacists to check if types and quantities of medications for patients match the prescription data. In Japan, it is compulsory for a pharmacist to conduct a verification to confirm both types and quantities of medications



Select a patient at the touch panel, place medications on stage and then press photo-shooting button.



Types and quantities of medications will be judged immediately after photo-shooting. It emits an alert beep sound if checked types and quantities of medications did not match those at prescription.

prepared for patients are correct. At present, pharmacists usually conduct it through a visual inspection. PROOFIT takes photo pictures of medications and make analysis to verify instantaneously and accurately whether the picked medications were identical to the prescription. The system reads not only barcodes but also characters printed on PTP*2 sheet employing character recognition technology developed by Fuji Xerox, which accommodates to a wide range of font types. Also, the system analyzes edges of PTP sheets, shadows in the photo images with our high-precision optical engineering and image processing technology. The system reduces human error as it accurately measures numbers of PTP sheets in a bundle, quantities of tablets and capsules. Furthermore, the system contributes immensely to reduce pharmacists' workload by its automatic update function to acquire latest medications data to the system automatically.

*1 Self-medication: Treatment of minor physical ailments by the individual themselves, taking responsibility for their own health

*2 PTP: Abbreviation for "press through package", a type of medication package from which tablets and capsules are removed by pressing through

2013
Examination technology that enables early detection of influenza

2015
Start of development of highly sensitive, rapid tuberculosis diagnostic kits

2014
Start of research into rapid diagnosis of Ebola virus disease

Priority Issues 2&3

Infectious Disease Diagnostic System

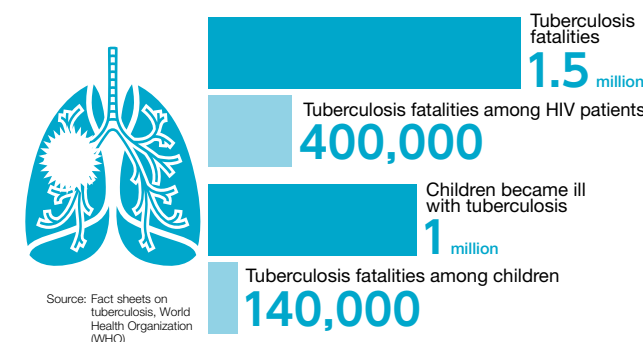
Development of highly sensitive, rapid tuberculosis diagnostic kit for developing countries

[Previous activity report] Sustainability Report 2014, page 19 & Sustainability Report 2015, page 18

million people, and causing the deaths of 1.5 million around the world. The percentage of TB patients is particularly high in the developing countries in Africa and Southeast Asia. HIV is also common among populations in developing countries, and when people contract HIV, their immune systems are adversely affected, making HIV patients much more likely than healthy individuals to develop tuberculosis. Therefore, it is important to provide regular tuberculosis screening for people living with HIV in order to begin TB treatment at an early stage of the disease.

Based on Fujifilm's own silver amplification technology used in photo development, we have developed an immunochromatography*1 influenza diagnostic system that is capable of detecting the influenza virus at an early stage. In the drive to apply this technology to early detection of various infectious diseases around the world, a joint study started in February 2015 on a rapid diagnostic system for Ebola virus disease. In March 2016, we concluded a joint development contract on highly sensitive rapid tuberculosis diagnostic kits with FIND*2 of Switzerland. In developing countries, the diagnosis of TB is frequently carried out using a microscope to search a patient's sputum for the presence of the bacteria that causes TB. We have focused on a compound specifically produced by TB that is excreted in the urine. We will work to develop a kit suitable for resource-poor countries that will allow the prompt identification of the presence of the TB bacteria simply by placing a urine sample into a cartridge in a device that does not require electricity. This system simplifies diagnosis for children and elderly persons from whom sputum cannot easily be obtained, and

▼State of Tuberculosis in the World Today (2014)



extrapulmonary TB patients (many of whom are affected with HIV) for whom sputum diagnosis is not effective.

This development project has been chosen for funding by the Global Health Innovative Technology Fund (GHIT Fund), which aims at the development of innovative medicines, vaccines and diagnostic medicines in Japan. Granted a subsidy of 216 million yen, the project is scheduled for implementation from April 2016 to October 2017.

*1 immunochromatography: A diagnostic method in which a colored line indicating positive (antigen present) appears when an antigen-antibody complex, formed when the tested substance (virus or bacteria) in the specimen (nasal swab) drops on to the reagent, bonds with the labeled antibody in the reagent and is captured by the antibody applied linearly on the detection line. Since this method provides rapid results, it is commonly used for the diagnosis of infectious diseases that require immediate medical intervention.

*2 FIND (Foundation for Innovative New Diagnostics): A non-profit organization headquartered in Switzerland dedicated to advancing the development and adoption of new diagnostic technologies for infectious diseases that are suited for developing countries.

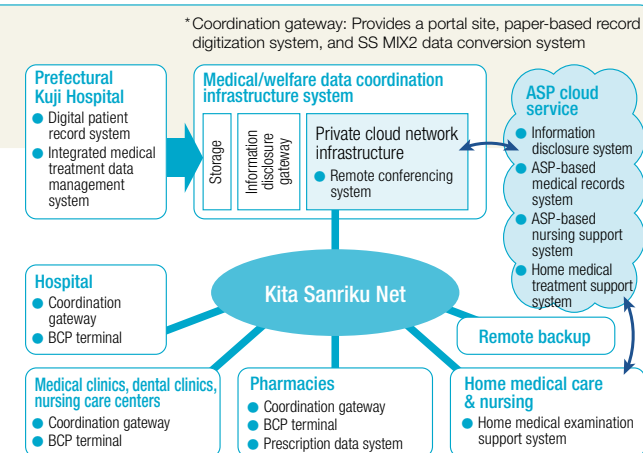
Priority Issue 1

Patient Data Network System

Kita Sanriku Net connects four municipalities and 67 facilities.

In face of the growing number of senior citizens and the rising need for nursing and home medical care, coordination between medical care and social welfare has become a major issue in local communities. In addition, providing seamless medical care/nursing care/social welfare services even during a natural disaster requires backup of patient data, not only paper-based records. Kita Sanriku Net was created as a system to resolve this issue by connecting hospitals and medical clinics (including dental clinics), pharmacies, nursing care facilities and social welfare facilities (such as comprehensive community support centers), totaling 67, in the four municipalities in the Kuji medical service zone. Started as a drive to support recovery from the Great East Japan Earthquake, Fuji Xerox is providing the system, including an integrated patient data system, to support community-level problem solving in the areas of medicine, nursing care and welfare in Iwate Prefecture. The network is being managed by the NPO Kita Sanriku Juku, established as an organization to support all persons in the Kuji medical care zone requiring rehabilitation and nursing care through coordination between relevant organizations.

The network digitizes data at each facility for storage and backup in a secure private cloud, which also provides access to



participating facilities. The information shared by participating facilities include treatment records, pharmacy prescription history, letters of recommendation, records of care at nursing and social welfare facilities for citizens who agree to the shared access with written consent forms, as well as notes and reports on home medical examination and doctor's visits for treatment and nursing at home. This system makes possible to provide smooth cooperation between facilities and continual services. Fuji Xerox will continue to propose solutions to various community problems in the areas of Document Services & Communications, in coordination with local governments and regional organizations.



~2013
Development and supply
of portable diagnostic
ultrasound system

2014
Launch of advanced
portable system
FUJIFILM FC1

2015
Launch of tablet-type
SonoSite iViz

Priority
Issue
1

Portable Diagnostic Ultrasound System

Mobile tablet with a range of medical uses

[Previous activity report] Sustainability Report 2014, page 19

Diagnostic ultrasound system has become widely available in recent years, and is used for checking

seriously ill patients in hospital laboratories, ICUs, and NICUs,*1 and also in local clinics and for home medical care. Portable diagnostic ultrasound systems to be used in emergency situations or for home medical care need to be compact, and equipped with high definition displays and a variety of diagnostic functions.

Exploiting our market-proven expertise in medical imaging systems, Fujifilm has been working to develop a compact and lightweight diagnostic ultrasound system that offers both high quality imaging and comfortable operability. In 2014, ahead of others, we launched the FUJIFILM FC1, the first joint product with SonoSite, a leading developer of portable handheld medical imaging devices, in order to respond to the diverse demands of the POC testing*2 market. The model released in May 2016 was the SonoSite iViz, a tablet-type diagnostic ultrasound system with a slim body and weighing a mere 520 g, which can even be put into the pocket. The product is designed not only to be compact but also to deliver a clear and high definition 1.4 M-pixel image backed up by a new image processing circuit developed through our exclusive technology. The device is equipped with a camera to record a patient's mental and physical condition in an emergency situation or home medical care as still or moving pictures. We plan to enhance the product with

The tablet comprises a sector probe and 7-inch display that can be operated with the thumb.



an image transmission capability over a secure network in order to contribute to a variety of medical situations, including home medical care, accident & emergency events, remote locations, and disaster-affected sites, where improvements to medical support system are indispensable.

*1 NICU: Neonatal Intensive Care Unit.

*2 POC testing: Point of Care testing. Conducting a medical test in front of a patient in hospital or at home to make a medical decision or provide optimum treatment.

2006
Development and commercialization
of supplements and cosmetics based
on photo film technology

2014
Announcement of
new functions of
astaxanthin and
salacia

2015/2016
Launch of foods with function
claims and products under collaborations
with different business partners

Priority
Issue
4

Supplements and Functional Cosmetics

Further utilization of astaxanthin and salacia

[Previous activity report] Sustainability Report 2015, page 20

As the aging society continues to progress, prolonging "healthy life expectancy"*1 is the focus

of many people's interest. Japanese Foods with Function Claims system was started in April 2015 along with the backdrop of the government's Self-Care and Self-Medication campaign to raise awareness about preventing lifestyle diseases and health risks among consumers.

Utilizing a range of technologies developed through its photographic film production, Fujifilm has developed and offered supplements and functional cosmetics that contribute to lifestyle improvement. Such products include "salacia," a natural sugar blocker that helps prevent lifestyle diseases, and "astaxanthin," an antioxidant to help fight against aging. Taking advantage of the Foods with Function Claims approval system, we launched MetabARRIER Slim, which contains a salacia derivative, salacinol, targeted at women in their 20s and 30s. Thanks to the new system, we could promote salacinol's sugar blocking efficacy in an easy and direct manner to the intended audience.

In April 2016, Kirin Beverage Company

launched Kirin ASTALIFT Water containing nano-astaxanthin*2 and pure collagen*3. This is a beauty-supplement drink developed through a technological collaboration between Fujifilm and the Company to support women's beauty and health via oral intake. Fujifilm continues to develop products based on scientific evidence and enhance the product range both with and without business partnerships to contribute to the people's beauty and health.

*1 Healthy life expectancy: Suggested by WHO in 2000. The difference between "average life expectancy" and "healthy life expectancy" among Japanese as of 2010 was 9.13 years for men and 12.68 years for women.

*2 Nano-astaxanthin: Emulsified astaxanthin made into nano-sized particles less than 100 nm in size using Fujifilm's technology.

*3 Pure collagen: Highly purified collagen developed by Fujifilm.



MetabARRIER Slim, a food with function claims (left), and a calorie intake control supplement (right)



Kirin ASTALIFT Water, a soft drink developed jointly by Kirin Beverage and Fujifilm



Priority Issue 1 Contribute to creating a safe and secure society

Target: Disseminate products that contribute to long-term storage of important information, crime prevention, and improve information security and social infrastructure safety

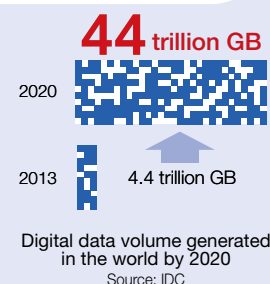
Priority Issue 2 Contribute to enriching humanity and relationships

Targets: (1) Contribute to handing down important cultures and artworks
(2) Develop solutions to invigorate the community engagement
(3) Disseminate photographic products that store memories in tangible forms and enrich people's lives

Social
Issues
Risks in
international
society

- Safety & security
- Relationships & life fulfillment
- Transmission and storage of information
- Preservation of arts and culture etc.

We now live in the era of Big Data, when different types of information are stored as digital data. The data volume generated across the world has increased massively, marking 4.4 trillion GB in 2013—a figure expected to increase 10 times by 2020 to 44 trillion GB. However, available storage could only accommodate 33% of existing data in 2013, and this will decrease to less than 15% by 2020. We are now faced with the serious issue of storing important data safely.



Basic
Approach

Photography, the original business of the Fujifilm Group, has the power to preserve memories of events and help us to lead fulfilling lives. This belief was reinforced by the "Photo Rescue Project" organized during the 2011 Great East Japan Earthquake. With our Tono Mirai Zukuri College, conceived as part of the recovery assistance activities, we are exploring directions we can take in the future to revitalize local communities. Photos and documents can revitalize communication and preserve our cultural heritage for future generations, and our hope is that we can develop new products and services and promote their wider use in society. The safe storage of digital data is important in allowing members of society to preserve their ties with other people, thus enriching life in a society that is safe and with fewer accidents and less crime.

Related Business Fields

Document Solutions

• Global services (outsourcing services including document management and business process improvement)

Highly functional materials

• Recording media (magnetic tape for computers, data storage services)

Digital imaging

• Photo imaging (photo books and film processing/printing services)

Optical devices

• Optical devices (TV camera lenses/cine lenses and lenses for security cameras)

Related ongoing business activities

(introduced in Sustainability Reports 2014 & 2015)

- Data archiving using magnetic tapes
- Future Creation Program to contribute to local communities
- The Photo Renaissance activities to foster the culture of photography
- Lenses for security cameras
- New communication tool in tourist spots

Outline of Activities in FY2015

Fujifilm Group has contributed to the development of photographic culture since the time of its foundation. Our efforts were highly evaluated in the Mécénat Awards 2015 as the Photo Inspiration Award for our series **the Heart to Heart Communication—"PHOTO IS" 30,000—Person Photo Exhibition**, which has been growing bigger and bigger since it began in 2006.

We also offered opportunities to the younger generation who grew up with digital cameras and smart phones to enjoy immediate photo printing and combining various pictures through expanding the **FUJIFILM Instax** lineups and promoting value-added printing, such as the **"Year Album"** and **"Shuffle Print."** Our new mirrorless digital camera, the **FUJIFILM X-T10**, and our flagship model, the **FUJIFILM X-Pro2**, offer exceptional photographic quality, operability, and portability to customers.

Additionally, our 4K-compatible high zoom ratio cine lens—launched ahead of others—are highly rated for their image quality

and sales are expanding globally. In the data storage field, we enhanced the safe and secure long-term storage systems for large amount of data through launching the **FUJIFILM LTO Ultrium7 Data Cartridge**, which utilizes our exclusive technology, BaFe magnetic particles, and the data archive service, **"d:ternity."**

Future Prospects

As a company that fosters the culture of photography, it was very encouraging that our the Heart to Heart Communication—"PHOTO IS" 30,000—Person Photo Exhibition received such a valuable award. We will continue to promote the way to provide joy in photographs and printing in a manner suited to the era of digital cameras and smart phones in order to enrich people's lives. At the same time, we are striving to offer innovative products and solutions that suit diverse senses of value and lifestyles—represented by our multi-language services for tourists, and safe, long-term storage systems for endlessly expanding data.



2013
Commenced a joint project
with Tono City

2014
Opened Tono
Mirai Zukuri
College

2015
Promotion for College and
similar programs to other areas

Priority
Issue
2

Future Creation Programs in Local Community

Tono Mirai Zukuri College, government-industry-academia cooperation joint project

[Previous activity report] Sustainability Report 2014, page 24 & Sustainability Report 2015, page 22

One of the priority issues for Fuji Xerox is to help solve social issues in local communities through business. As a part of related activities, Tono Mirai Zukuri College was established in Tono City, Iwate Prefecture, which served as a logistic support point for the disaster area after the Great East Japan Earthquake. The college now functions as a collaborative site for industry, government, academia, and the local community to work together towards resolving social issues for the future through utilizing Fuji Xerox's advanced communication technologies.

The college celebrates its second year in FY2015, and Fuji Xerox has promoted further usage of the college to broaden its operational foundations. Approximately 20 programs over seven areas are offered including; Attractive Educational Environment for local communities, New Product & Service Seeds for corporations, Realistic Local Research for universities, and New Administrative Services for governments. The programs enjoyed 5,316 participants from local communities, corporations, and universities, 50 percent more than the 3,469 participants in FY2014. The number of rooms for accommodation in the college building marked 1,969 this year. Half of the participants were from the Tokyo metropolitan area, providing significant economic benefit to the local community (approx. 200 million yen). Also in 2015, the Tono & Sumida Country Life Experience Council,*1 of which the college is a member, received



Management School for Working Adults (Tono 3rd-sector field work) for community revitalization (left) and The University of Tokyo Innovation Summer Program (right)

the Global Award of the Discover Countryside Treasures in Japan*2 program (second selection) hosted by the Ministry of Agriculture, Forestry and Fisheries (MAFF). This work of community revitalization is now attracting public interest and has gained a reputation as a movement to invigorate rural areas.

Fuji Xerox plans to broaden the projects to help in resolving concrete issues in the area of education, industry promotion, and administration, in addition to the exchange programs. It also plans to establish a PR team to promote further usage of the college.

Fuji Xerox is intending to expand the Future Creation projects nation-wide, utilizing the expertise it gained in Tono City. Following the Minami-Ashigara Mirai Zukuri Project (Kanagawa Prefecture), in October 2015 it concluded a collaborative agreement with Iki City, Nagasaki Prefecture, for an *Iki-na* Mirai Zukuri Project. This project aims to build a model of community revitalization on a remote island. Fuji Xerox's efforts in community revitalization are steadily progressing.

*1 Tono & Sumida *Furusato* Experience Council: An organization formed by 11 bodies, including Tono Mirai Zukuri College, Tono Minpaku (vacation rental) Association, and Sumida Minpaku Association.

*2 Discover Mura no Takara: An MAFF program to promote nation-wide model rural community revitalization projects.

▼ College Programs *Approx. 20 programs over seven areas were conducted

	Program areas	Outline
Exchange	Future creation activities	Promotion of collaborations among people concerning nature, culture, food, and arts.
	Future creation camp	Workshops and discussions on open themes.
Lifestyle and Culture	Junior-high and high school continuous study program	Developing an education program concerning local topics for junior-high and high school students.
	Academic collaboration	Research by university students on local community issues and making suggestions to governments
	Local community study	Theme-based discussions necessary for local communities, including medical, local knowledge, and disaster prevention.
Industry Creation	Local community revitalization	Identifying and addressing local issues with an aim of cultivating local leaders
	Industry creation	Business model research through collaborations with sponsor companies and local companies

~2013
Developed & released a
long-term and high capacity
magnetic tape

2014
Launched a data
archive service
"d:ternity"

2015
Demonstrated data storage of
the world highest capacity

Priority
Issues
1&2

Data Archiving on Magnetic Tape

Technology to store valuable data safely and efficiently

[Previous activity report] Sustainability Report 2014, page 22 & Sustainability Report 2015, page 23

All manner of information and historical documents across the world are now archived as digital data and their volume is increasing day by day. How to store such data safely and efficiently and at a reasonable cost has become a significant issue to be addressed.

In response to this situation, Fujifilm—for the first time in the world—has developed a Barium Ferrite (BaFe)-based high capacity magnetic tape, and commenced a data archiving service "d:ternity" utilizing BaFe tape. Magnetic tape offers excellent capabilities in long-term data storage without requiring electricity, unlike a hard disk, which requires a constant power supply so that reduces energy cost and CO₂ emissions to one tenth. Also, as it is free from system failures and security risks, such as viruses and hacking, magnetic tape has become an important means of data storage in recent years.

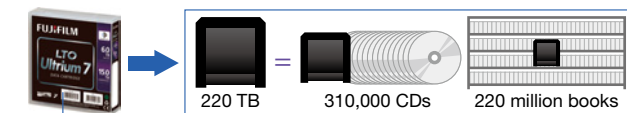
In 2015, we made significant improvements to the characteristics of BaFe magnetic particles, and, jointly with IBM, successfully

demonstrated data storage and retrieval of the world's highest capacity of 220 TB*1 data storage on a single coated magnetic tape with the highest*2 areal recording density of 123 Gbps.*3 With an eye on commercializing this technology, we continue to strive to offer a data media service with even higher performance and quality.

*1 Data as of the news release on April 9, 2015 for non-compressed capacity. Based on our own research.

*2 Data as of the news release on April 9, 2015 for coated magnetic tapes. Based on our own research.

*3 Gbps: Giga bits per square inch. A unit to indicate areal recording density.



In November 2015, we launched LTO Ultrium7 with a maximum storage capacity of 15.0 TB (6.0TB native) and a maximum data transmission speed of 750 MB/s (300MB/s native).

The 220 TB and 123 Gbps tape can store data equivalent to 310,000 CDs or 220 million books.

2013
Commenced Photo
Renaissance activity

2014
Opened the first
WONDER PHOTO
SHOP

2015
Received the
Mécénat Award

Priority
Issue
2

Photo Renaissance Activity

Globally promoting the culture of photography to enrich people's life

[Previous activity report] Sustainability Report 2014, page 22 & Sustainability Report 2015, page 23

Fujifilm is promoting the "Photo Renaissance" activity across the world to communicate the pleasure

that photography brings through "shooting, preserving, displaying, and gifting" as a part of the promotion and development of the "photo culture" that Fujifilm has pursued since its foundation.

In 2015, the Heart to Heart Communication – PHOTO IS 30,000-person photo exhibition received the Photo Inspiration Prize at the Mécénat Awards 2015 hosted by the Association for Corporate Support of the Arts. The exhibition started as the PHOTO IS 10,000-person photo exhibition in 2006, and has now continued for 10 years, with the number of entries now standing at approx. 30,000 each year. The exhibition is the largest photo exhibition held in Japan, and all photographic works convey the innermost feelings of the entrants. The total number of applicants over the past ten years has now reached 192,234 together with some 3.8 million visitors to the exhibitions. The awarding of the Photo Inspiration Prize was in recognition of Fujifilm's significant contribution to the development of the culture of photography through such measures as providing a wide audience with the opportunity to enjoy photographs, establishing an exhibition in which everyone can participate and utilizing the company's own resources—the Fujicolor chain of photo shops across Japan.

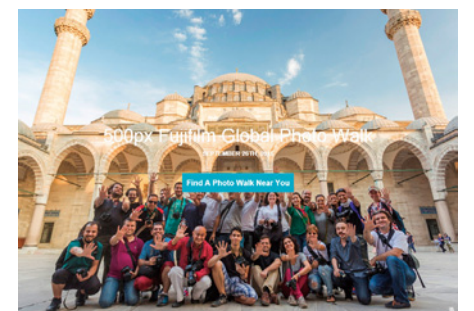
The Photo Renaissance activity also included a business aspect in that we commenced a variety of new services for smart phones. We opened a WONDER PHOTO SHOP in Harajuku, Tokyo in 2014, and it was welcomed by young customers—from those in their teens to those in their 30s—for the product and service range targeted specifically at smart phone users. Over 60% of the store sales is photo print orders from smart phones (less than 30% in standard chain stores), cultivating a new demand for photo printing. In 2015, we expanded the WONDER PHOTO SHOP overseas including Columbia, Shanghai in China, Manila in the Philippines, Barcelona in Spain, Singapore and Australia. More stores are planned for the future. In addition, we plan to start a new wall décor service in Japan, which is already available in Europe and the U.S. in 2016.

While we adapt to new media, we also offer services for legacy media. The Fujicolor Remake Service converts analog image data



The Mécénat awarding ceremony attended by exhibition staff members and partner organization representatives

We host various photo promotion events across the world, including the 500px Fujifilm Global Photo Walk



recorded on video tapes and 8 mm films to high quality digital data and rerecords it on DVDs. It is a mission for Fujifilm to offer the means of preserving the precious memories of the previous age for the next age utilizing its exclusive technology in a time when it is becoming more difficult to access video decks and film projectors. Fujifilm thus continues to promote "photo culture" by diverse means.

* The Mécénat Award is to honor the activities of corporations and corporate foundations in Japan that contribute to enrich culture and society through their support of the arts.



WONDER PHOTO SHOP opens across the world—in Philippines (top), Australia (bottom-left), and Spain (bottom-right)



Wonder Photo Box (released July 2015), a large-capacity digital photo album with easy operations

Fujicolor Remake Service converts analog data to digital even from a medium in poor condition, such as a moldy or badly deteriorated tape





Environment

Priority Issue 1 Global warming countermeasures

Target: Reduce CO₂ emissions by 20 million tons by FY2020 (compared to 2005)

Priority Issue 2 Response to water problems

Target: Reduce and restrict of water pollution

Priority Issue 3 Response to energy issues

Target: Contribute to generating energy with low environmental impact

Social Issues

Risks in international society

- Global warming
- Exhaustion of resources
- Water problems
- Energy issues etc.

Climate change and sustainable energy usage are issues listed in the SDGs. The Paris Agreement concluded in COP21 also stated restricting any global temperature rise this century to below 2°C compared to pre-industrial levels, as a long-term international target. To achieve this target, it is important to expand renewable low-carbon energy use in power generation, along with energy-saving measures through diverse technological innovation, and by encouraging behavioral change in our life.

40–70% reduction



GHG emissions reduction target by 2050 (compared to 2010)
IPCC Fifth Assessment Report

Basic Approach

According to the latest report from the United Nations Intergovernmental Panel on Climate Change (IPCC), it is likely that temperatures will increase by approximately 4°C

by 2100 without additional mitigation and CO₂ emissions continue to rise. Global warming is becoming ever more serious and remains as one of the most important issues to address across the world. The water risk is another serious issue in focus. The Fujifilm Group aims to help resolve these environmental challenges through changing our working styles and products towards low environmental impact, including highly functional materials and magnetic tape utilizing applied photographic film development and production technologies.

Related Business Fields

Highly functional materials

- Industrial materials and electronic materials, etc. (development of new materials, etc.)

Graphic systems

- Materials and equipment for graphic arts (CTP plates)

Document Solutions

- Office products and office printers
- Production services (digital printing systems)
- Global services (outsourcing services including document management and business process improvement)

Related ongoing business activities

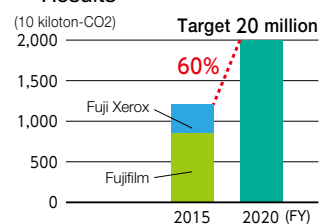
(introduced in Sustainability Reports 2014 & 2015)

- Resource saving solutions for printing business
- Development of products and services with superior environmental performance
- Photovoltaic backsheets
- Ion exchange membrane (measures for water problems)
- Reducing environmental impact at offices
- Gas separation membrane (using natural gases)

Outline of Activities in FY2015

Utilizing the technology accumulated through photographic film production, the Fujifilm Group develops and sells a range of products that reduce environmental impact as a leading company of highly functional films.

We set a goal to reduce CO₂ emissions by 20 million tons by FY2020 compared to FY2005, and in FY2015 we contributed 12.05 million tons of CO₂ emissions reduction compared to FY2005.

▼ Amount of CO₂ Reductions for Customers FY2014 Results

Important contributors include BaFe-based data storage media, whose sales have grown constantly, LTO tapes, and SYNAPSE, the IT solution for medical clinics. Our backsheets for solar cells received the Nikkei Global Environmental Technology Award in October 2015 for prolonging the useful life of solar cells and thereby reducing

environmental impact. Also, the thin double-sided sensor film for touch panels that won the JCIA Technology Award contributes to the reduction of environmental risks and risks related with material supply stability.

Our efforts and products in the document solution business have won multiple environmental awards for their contribution to environmental impact reduction.

Future Prospects

We plan to promote sales of sensor film for touch panels and backsheets for solar cells, which already have steady sales, along with resource-saving solutions for graphic systems and products and services in the digital printing market, where demand is expected to grow. Utilizing our advanced fundamental technologies and the core technologies that we have accumulated over the years, the Fujifilm Group continues to contribute to resolving ever-progressing environmental issues by launching innovative products that match market needs in a timely manner.

Development of Energy-Saving Products

Fuji Xerox products received high evaluation in environmental awards

Priority Issue 1

[Previous activity report] Sustainability Report 2015, page 25

2013
Chairman's Prize of ECCJ, Energy Conservation Grand Prize

2014
Minister's Prize, the Ministry of Economy, Trade and Industry, Eco-Products Awards

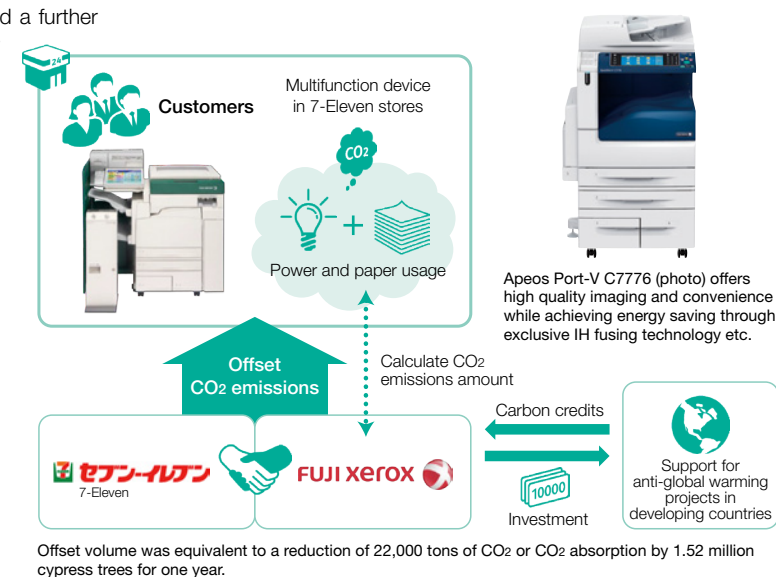
2015
Chairman's Prize of ECCJ, 13 times winner of the Energy Conservation Grand Prize – top of the industry

Fuji Xerox full-color digital multifunction devices won the 2015 Energy Conservation Grand Prize

for the 13th time, the highest number in the industry. This year, the products that won the ECCJ Chairman's Prize under the Product and Business Model category, the Energy Conservation Grand Prize,*1 were two models in the Apeos Port-V series and a further two models in the DocuCentre-V series, due to their convenient usability while achieving power consumption as low as 30% of the target value specified by the Energy Star Program.*2

We were also honored by the 5th Carbon Offset Award (hosted by the Carbon Offset Network, Japan) in recognition of our carbon offset scheme—offsetting CO₂ emissions from power consumption and paper usage by customers using the multifunction devices installed in 7-Eleven stores. This was a one-year scheme beginning on December 8, 2014, for the multifunction devices installed in 18,249 7-Eleven stores across Japan, and was the first of its kind in the convenience store industry. Due to the fact that a wide range of age groups use convenience stores, the scheme had a large social impact and a significant result. The prize was given for this social aspect and our contribution to carbon offset promotion.

Fuji Xerox continues its contribution to reducing environmental loads through our technological development and environmentally conscious products.



Development of Materials That Solve Environmental Issues

EXCLEAR thin double-sided sensor film for touch panels

Priority Issue 1

[Previous activity report] Sustainability Report 2014, page 16 & 17

2013
Sankei Shimbun Prize, Advanced Technology Award (Development and commercialization of a thermal insulation material)

2014
Minister of Environment Prize, Green and Sustainable Chemistry Award (Backsheets for solar cells)

2015
Special Technology Prize, JCIA Technology Award (Thin double-sided sensor film for touch panels)

Fujifilm has won the Special Technology Prize under the 48th JCIA Technology Award*

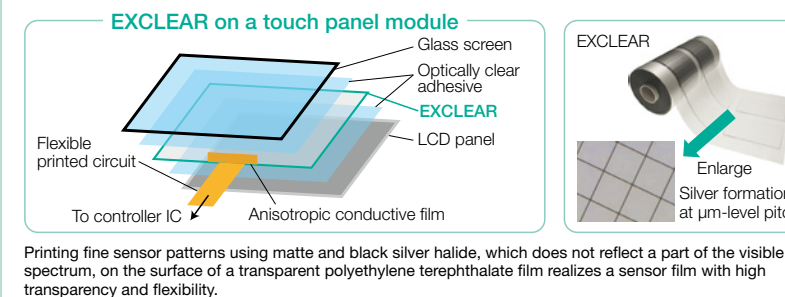
(hosted by the Japan Chemical Industry Association) for its thin double-sided sensor film for touch panels, an application of the company's photographic technology.

Sensor films for touch panels are often used in smart phones, and are commonly made of Indium Tin Oxide (ITO). Because ITO films have high resistance their stimulation response is quite poor and therefore it is difficult to use the film for pen input or multi-touch input, and for screens larger than 10 inches. Therefore, an alternative to ITO film has been sought, also due to the disadvantages inherent

in one of its constituents, indium. Such issues include the fact that indium is a rare metal of which supplies may become unstable, indium compounds are listed in the Ordinance on Prevention of Hazards Due to Specified Chemical Substances because of its environmental risks, and its rigidity can cause wire breakage when bending the film, causing an even higher electrical resistance.

The EXCLEAR film utilizes high-conductivity silver image formation, one of the latest applications of silver-halide photographic technology. EXCLEAR enables not only pen input and multi-touch input on a touch panel, but also has wide applications in 3D and wearable device sensors thanks to its high transparency and flexibility. Being free from indium, there are no risks for material procurement and this contributes to a reduction in environmental impact. We continue to respond to various demands from society through developing highly functional materials utilizing our exclusive expertise.

* JCIA Technology Award: Awards given to unique products and technologies that contribute to progress in scientific technology.





Working Style



Priority Issue 1 Promote communications that transcend the information barrier

Target: Promote solution services to enhance communications inside and outside the company and widely notify details of case studies

Priority Issue 2 Promote diversity

Target: Create and expand practical working environment solutions that enable people to work wherever and whenever to suit individual's skills and lifestyle needs

Social Issues

Risks in international society

- Working disparity
- Reduction in workforce
- Diversity etc.

SDGs list the issues of gender equality, sustainable economic growth, and employment among them. In Japan, the Act of Promotion of Women's Participation and Advancement in the Workplace was enforced on April 1, 2016. We now face concerns for labor shortages in the future and diversification in occupational needs, and globalization. To address these issues, it is indispensable to diversify human resources in various employment areas. Women's participation is particularly important in such employment issues.



The number of seats women hold in national parliament in at least one chamber (46 countries)
Fact Sheet, Sustainable Development Goals (September 17, 2015)

Basic Approach

The Fujifilm Group has brought evolution to communications in society through a fusion of familiar paper data with digital data and on to a seamless integration with cloud services and mobile solutions. Access to and the sharing of information in various forms with ease and without any conscious awareness of the digital divide expands the possibilities for different services and working styles in every possible place—in offices and government organizations and in education and medical care. By giving value to communication with the focus on people, Fujifilm will continue to support a wide range of working styles for the new age.

Related Business Fields

Document Solutions

- Office products and office printers
- Production services (digital printing systems)
- Global services (outsourcing services including document management and business process improvement)

Related ongoing business activities

(introduced in Sustainability Reports 2014 & 2015)

- Work Style Reform as a possible solution for all society
- Business Process Improvement to enhance productivity and workers' skills
- Support for mobile work for more flexible working
- Support for multilingual communications
- Presenting new working styles through teleworking

Outline of Activities in FY2015

Fuji Xerox offers solution services to build environments where diverse people can work in the way most suitable for their own situations, regardless of location and time.

In FY2015, we launched **DocuStation C3375 CS**, a self-service public official certificate issuance system that enables users to obtain official documents without visiting public offices, and solution services to obtain "My Number," the Japanese national ID number introduced in January 2016, in the manner most suitable to or specially tailored to each customer.

We also reinforced interconnections between various functions within Fuji Xerox's **cloud services**, **Working Folder**, and **Scan Translation Service**, thereby improving their convenience. Further, we commenced sales of solution services, multifunction devices, and production printers, all of which support the mobile work of our customers. Such new products and solutions include **Cloud On-Demand Print**, a service to create a flexible printing environment for companies to promote collaborative work relationships through smoother document deliveries and information sharing.

Future Prospects

To contribute to resolving increasingly complicated social issues, we continue to develop and offer ICT and Cloud-based solution services and products that address clients' business issues or offer new ways of working, along with concrete examples of our own experience of resolving similar problems.

A newly introduced research collaboration system that links researchers from diverse cultural backgrounds in Japan, North America, and Singapore, is helping to evolve reforms to our own working styles and business processes through new ways of communications utilizing ICT. We then offer the results of such reforms as solutions to customers.

2009
Started Sales Process Reform

2013
Adopted New Work Style (change in the supporting systems and rules)

2015
Established satellite offices as a part of Work Place Reform

Priority Issues 1&2

Work Style Reform

Improving sales productivity by streamlining business processes and structures

[Previous activity report] Sustainability Report 2015, page 27

With the recent emergence of various social factors, including an increasingly organized ICT environment, workforce diversity promoted as a political issue, and concern for workforce reduction, working styles utilizing ICT are becoming a focus of society as a means to enable diverse human resources to work with higher productivity. Since the 1980s, Fuji Xerox has engaged in research and practice focused on work style reforms and has been proposing New Work Styles based on its experiences. In 2009, the company started sales process reform, and in 2013 we began introducing working program to support different working styles. As a part of these changes, we implemented a sales support system that reduces complicated administrative tasks, changed the company rules and practices, and established a mobile work environment. Now we are building an office environment to support such new working styles. One example is the opening of satellite offices in the central Tokyo area in 2015. The office space of Nihonbashi Branch (Nihonbashi, Chuo ward) was newly designed as a model to put the latest working styles into practice. The office layout was free address and the branch building also contains a satellite office. One of the Departments has its main office in Nakano-Sakaue, Nakano ward, about 40 minutes away by train from Nihonbashi. Many sales staff members who work in this department have customers around the Nihonbashi area, and they now carry out the majority of their work in the satellite office instead of the main office. Activities without returning to the main office significantly

improve their productivity, and among the sales staff members in the department, the number of visits to customers has increased by 65%, and average overtime hours have decreased by 10–20% compared to FY2014.

The Work Style Reform activities in Fuji Xerox have generated quantitative results that include an 11% reduction in total working hours, a 52% reduction in hours spent on associated work, and a 1.8 times increase in hours for sales activities such as meetings with customers (FY2015 results compared with FY2008). These reforms are also attracting customers' attention as many of them are also seeking new working styles for their employees. Fuji Xerox sales staff members can offer office solutions that help such customers' issues in a collaborative manner based on their own experience. The next stage that Fuji Xerox is aiming to reach is a visualization of quality in work and tasks for which productivity is difficult to measure, so that we can create a corporate culture and system to evaluate not by "quantity" of working hours but by the "quality" of their work. In order to disseminate truly diverse working styles to society and realize an environment to improve productivity, we continue to evolve our advanced work style reforms.



Nihonbashi Office with a large desk for satellite workers

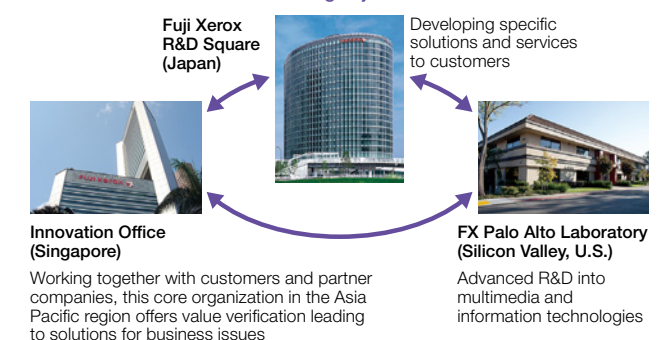
Priority Issues 1&2

Technological Development to Realize Valuable Communications

Accelerating solutions and services offers through collaboration among research facilities

Today, business communications are no longer just simple face-to-face meetings—meetings now take place across different time zones and locations and through different languages, demanding more advanced methods of information delivery and sharing. In order to accelerate development for advanced communication technology that promotes diverse working styles and interaction, in 2015 Fuji Xerox established a new research organization, the Innovation Office, in Singapore. The Innovation Office's role is to verify that our technology leads to solutions for each customer's business challenges, working together with customers and partner companies in the Asia-Pacific region excluding Japan, in order to create the most advanced values. Following the verification, Fuji Xerox R&D Square in Japan then develops the Innovation Office's research results into a specific solutions/services as a business to offer to customers. Research collaboration is also conducted with the FX Palo Alto Laboratory*1 in the U.S., where the most advanced technologies are being integrated. In Fuji Xerox R&D Square, research activities with a medium- to long-term perspective are conducted toward the commercialization of solutions and services. We plan to link these three research facilities utilizing the remote communications technology*2 developed by FX Palo Alto Laboratory to build a unique research environment, in which our researchers and customers work together for value verification in real time, regardless of their geographical locations whether in Japan, Silicon Valley, or Singapore.

Global collaboration among Fuji Xerox research facilities



Through the collaboration among these three facilities, Fuji Xerox aims to extend its solutions and services businesses that realize valuable communications, promptly responding to the global customer needs.

*1 FX Palo Alto Laboratory, Inc.: Research site established in California, U.S. in 1995. It conducts research into the document service and communication area with a long-term vision. The laboratory's fortes are in multimedia technology and information technology.

*2 Remote communications technology: Technology that enables several locations to be connected with a remote conferencing system via web interface. Such systems create an environment just as if participants were attending a real meeting by offering natural conversation together.



11%
CO₂ reduction
compared to
the base year
Achievement one year
earlier for FY2016
target

More than
99.5%
in all of our
business areas
Resource recycling rate of
collected used products
(Fuji Xerox)

Significant
reduction of
13%
Compared to the medium-term
target volume of waste
generated by FY2016

Target
**Reduction by
30%**
CO₂ emissions by FY2020
(compared to FY2005)

**Incentive
Award**
The 12th Award of
“LCA Society of Japan”
(Fujifilm)

FUJIFILM Sustainable Value Plan 2016

Promotion Policy 2 Solve environmental issues within business processes actively.



Page 26

1. Promote Global Warming
Countermeasures



Page 30

2. Promote Resource
Recycling



Page 32

3. Ensure Product and
Chemical Safety



FUJIFILM Sustainable Value Plan 2016

Promotion Policy 2

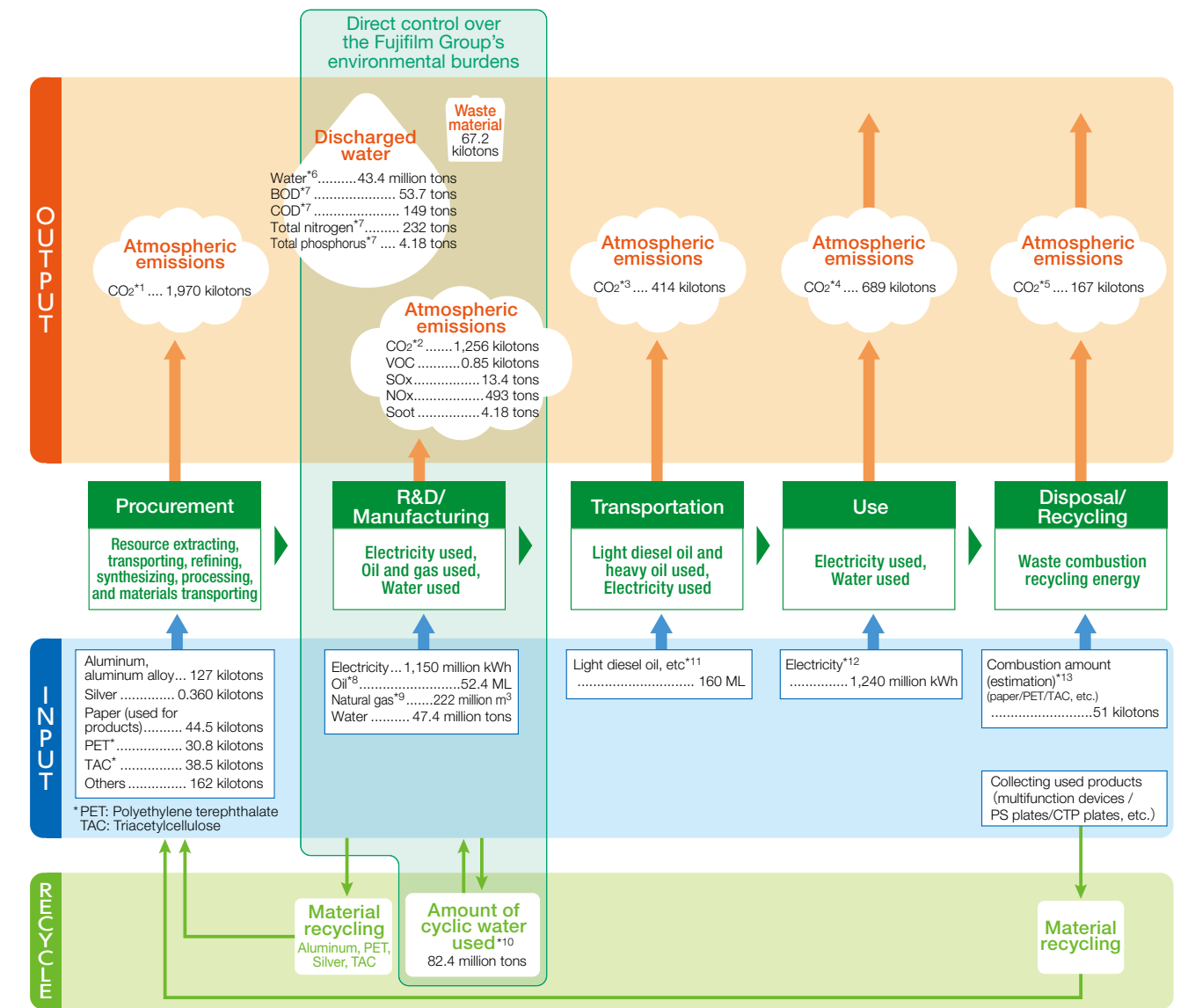
Solve environmental issues within business processes actively.

The Fujifilm Group is working towards recognizing the social and environmental impact through the material flow system summarized resource inputs, emission and recycled volume from our corporate activities in all business process—from material procurement, manufacturing, transportation, to

usage and final disposal. Understanding the entire picture of such impact caused by our activities throughout the value chain is helping us to accelerate our efforts towards realizing a sustainable society.

Fujifilm Group Green Policy (Environmental Policy) <http://www.fujifilmholdings.com/en/sustainability/vision/greenpolicy/index.html>

Related Data and Information Environmental Aspects Pages 64, 65, 66



*1 Environmental burdens due to raw materials procurement (CO₂ emitted during the process of extracting, transporting, refining, synthesizing, processing, and transporting raw materials) is calculated for the main raw materials procured.

*2 Environmental burdens due to product manufacture is calculated based on the total amount of energy (electricity, petroleum, and gas) consumed in the production process.

*3 For the calculation of environmental burdens due to product transportation, estimates are made based on domestic and overseas transportation methods and distances traveled. The typical amount of CO₂ emissions per unit of weight and distance for each method and correction factors such as the yield rate are multiplied by the weight of the raw materials procured.

*4 For copy machines, printers, and fax machines, environmental burdens due to use of products is calculated as energy consumption for a 5-year period for the machines installed this year. For other products, the estimated number of machines in operation is multiplied by typical energy consumption.

*5 Environmental burdens due to product disposal is calculated based on the estimation of stress on the environment caused by the disposal of the raw materials procured.

*6 Wastewater released as a result of business activities

*7 Volume released to public water

*8 Total of heavy oil A, heavy oil C, kerosene, light diesel oil, and gasoline (Amounts of the petroleum-based products are summed after appropriated energy conversions, and the total is expressed in terms of the amount of heavy oil A.)

*9 Total of natural gas, liquefied natural gas (LNG), urban gas, butane, and liquefied petroleum gas (LPG) (Amounts of the gases are summed after appropriate energy conversions, and the total is expressed in terms of the amount of urban gas.)

*10 This includes the amount of water used in a cyclic manner.

*11 Calculation assuming transport by truck

*12 Based on the average CO₂ emission coefficient of the Federation of Electric Power Companies of Japan

*13 Hypothetical combustion rate for each substance used

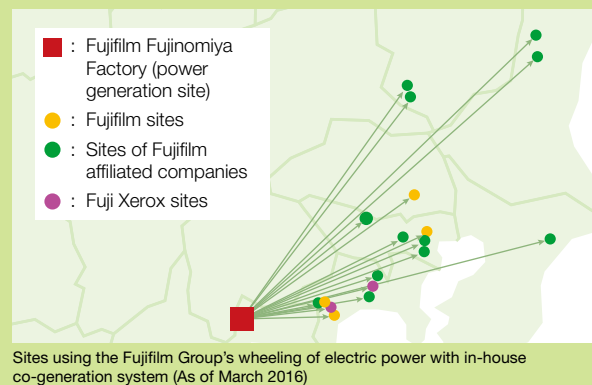
(For the above, data from the input-output table and other sources are used to obtain CO₂ emissions per unit of output.)



Priority Issue 1

Promote Global Warming Countermeasures

Target Reduce CO₂ emissions from the entire product lifecycle by 30% compared to FY2005 by FY2020



Basic Approach

The Fujifilm Group has been promoting activities to reduce CO₂ emissions by setting management indicators for CO₂ emissions across the entire product and service lifecycle (from material "procurement," product "manufacturing," "transportation," "use" and "disposal"), not only within our Group. We set the target of "reducing CO₂ emissions for the entire lifecycle of products by 30% by FY2020 (relative to FY2005)" in April 2010, and we are continuing to actively reduce CO₂ emissions in our Group as a whole. Since FY2012, we also calculate CO₂ emissions based on the Scope 3 Greenhouse Gas Protocol ("Scope 3"),* and report related information as required. We also carry out development of environmentally conscious products based on "Rule for Design for Environment (DfE)," with which we review the degree of achievement in product performance to the target set in the design stage. These efforts should contribute to the further reduction of CO₂ emissions.

* Scope 3: Refers to one of the scopes that are targets for calculation and reporting on greenhouse gas emissions by companies. Scope 3 refers to indirect emissions, such as material procurement, manufacturing, transportation, use, disposal, as well as employees' commuting and business travel. Scope 3 calculation is based on the General Guidelines on Supply Chain GHG Emission Accounting released jointly by METI and MOE.

Outline of Activities in FY2015

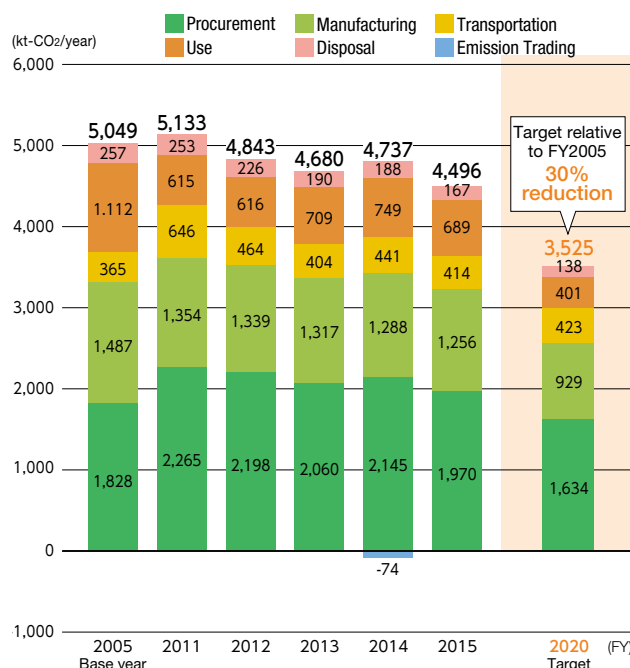
Global Warming Countermeasures

..... Related Data and Information Environmental Aspects Page 64

CO₂ 11% reduction
compared to the base year
Achievement one year earlier for FY2016 target

CO₂ Emissions Reduction Across the Product Lifecycle

In FY2015, despite our Group's production output exceeding that of the base year, FY2005, the Group's overall CO₂ emissions were reduced by 553 thousand tons (11%) from the base year level, and the medium-term target for FY2016 (a reduction of 10%) was achieved one year earlier. We have maintained a downward transition since FY2011 with a reduction of 5% compared to FY2014. In FY2015, we reduced CO₂ in all lifecycle stages including a reduction of 8% compared to FY2014 for procurement in particular. This was due to the contribution of reductions in procured amounts of raw materials (continuous recycling activities of aluminum from used PS plates and promotion of reduction of loss in manufacturing). CO₂ emissions in the manufacturing stage were reduced by 2% compared to FY2014 and by 16% compared to the base year (FY2005). Under conditions where the CO₂ emissions coefficients of the electric power utilities in Japan increased by 30%, this was achieved by

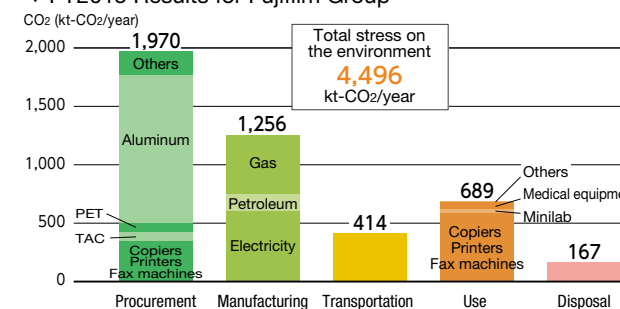
CO₂ Emissions across the Entire Product Lifecycle

further efforts to improve the energy usage efficiency at our facilities, through promotion of energy-saving measures across the group companies, enhanced utilization of in-house co-generation systems in Japan, and utilization of renewable energy in overseas sites. In addition, we also made steady improvements from the perspective of environmental efficiency in terms of product value (revenue)/environmental impact, with an improvement of 5% compared to FY2014.

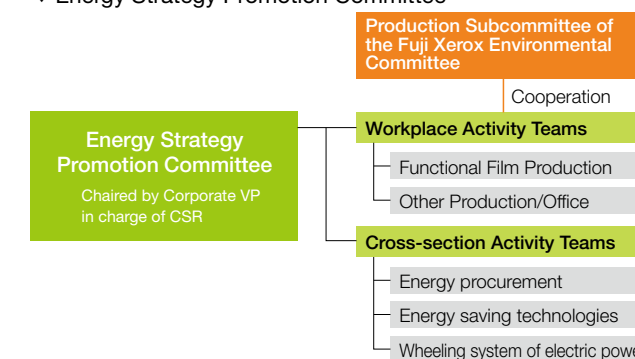
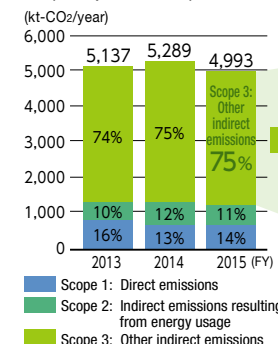
Fujifilm Group's Main CO₂ Reduction Measures

Action area	Relevant stage	Principal CO ₂ reduction measures
Development and dissemination of products with less environmental impact	Procurement, use and disposal	● Multifunction devices (copiers, printers, faxes) with less energy consumption (document field) ● Energy saving medical diagnostic equipments (medical field) ● Non-processing CTP plates requiring no developing solution (graphics systems field)
Reducing CO ₂ emissions at factories and offices	Manufacturing	● Fuel shift from heavy fuel oil to gas (Japan) ● Use of methane gas generated at waste disposal sites as fuel (United States) ● Wind power generation at factory site (Netherlands) ● Introducing Solar Power Generation (United States, Netherlands) ● Developing and introducing energy-saving technologies such as waste heat collection and steam collection (production sites in Japan, Europe, United States, China, etc.) ● Reducing the usage of energy that is not directly linked with production output, changing condition of air conditioner, minimization of equipment number, changing manufacturing process (production sites in Japan, Europe, United States, China, etc.) ● Wheeling of electric power within-house co-generation system for 18 sites (Japan) ● Usage of energy storage battery to reduce peak time electricity consumption (Japan) ● Purchasing Green Energy (Japan, etc.)
Recycling	Procurement, disposal	● Recycling for scrap aluminum from the production of PS/CTP plate and developing and expanding the use of a collecting & recycling system of used PS/CTP plate (graphics systems field)
Efficient distribution	Transportation	● Paths optimization ● Improving loading ratio ● Promote modal shifts ● Using light and compact packaging ● Promoting eco-driving ● Milk Run procurement system for components (China)

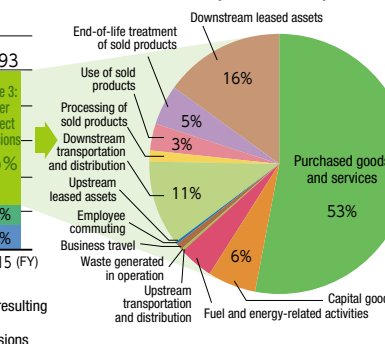
FY2015 Results for Fujifilm Group



Energy Strategy Promotion Committee

CO₂ Emissions (Scope 1, 2, 3)

FY2015 Result of GHG Scope 3 Emissions for Fujifilm Group



Continuous Promotion of Energy Strategy

The Fujifilm Group founded the Global Warming Prevention Committee in FY2007 to promote significant improvements in production energy intensity and CO₂ emissions per unit production at six major factories in Japan, as well as the Energy Cost Reduction Project, across the company including overseas companies and factories since FY2010, both of which achieved their targets in FY2012. In FY2013 these energy management schemes were renewed and restarted as the Energy Strategy Promotion Committee, giving them control over energy procurement and supply. In FY2015, we reduced energy use by 3% compared to FY2014. In addition, in part due to the drop in energy unit prices (electricity and fuel), we achieved a significant (18%) reduction in energy costs.

As specific activities for FY2015, we devised energy minimum production plans in collaboration between the operations division and the power division, as well as group-wide activities such as energy-reducing seminars and

Future Prospects

In FY2016, we plan to further expand energy-saving measures across the Fujifilm Group and revise their manner of operations in order to continuously reduce energy-derived CO₂ emissions. At the same time, we will re-assess our scenario for achieving the FY2020 targets as well as considering new targets for after FY2020. In addition, we will promote contributions to the prevention of global warming, through comprehensive measures in production processes and offices, from technical endeavors to improve production efficiency, thorough reductions in fixed energy consumed regardless of the amount of production, and sharing of energy-saving measures from each business site across the entire group, followed by group-wide deployment of these measures for expanded effects. Meanwhile, we continue our in-house co-generation system while planning and promoting more measures for new National systems in the future.

* In-house co-generation system: Enforced in Japan following the revision of the Electricity Business Act, in April 2014.



Outline of Activities in FY2015

● Design for Environment



Incentive Award

The 12th Award of "LCA Society of Japan" (Fujifilm)

Fujifilm Group

Fujifilm Group carries out development of environmentally conscious products throughout the entire product lifecycle based on the Green Policy, and promotes to provide products and services that contribute to reducing CO₂ emissions and other global environment impacts.

Fujifilm

Fujifilm has been working on reducing environmental impact for its all new and renewed products according to "Rule for Design for Environment" since 2003. We promote to visualize the results of social contribution toward the target to "reduce CO₂ emissions by 20 million tons by 2020 (compared to 2005)" stated in the Medium-Term CSR Plan, based on the internal guideline to Calculate the Environmental Contribution for the Reduction in CO₂ Emissions*¹ formulated in March 2013. In FY2015, we made ten case studies focusing mainly on medical products, and also confirmed new projects and updated the list of candidate projects (a total of about 60) that may contribute to CO₂ emissions reductions. In view of the significant potential expansion of IoT in the future, we added a special assessment format*² for "the Software/Service/IT System" for the Rule for Design for Environment. Aside from this, to raise awareness of the contribution for CO₂ emission reduction for general customers, we actively participated in industry activities such as the LCA working group at the Japan Chemical Industry Association. We have also started provision of cosmetics with carbon offset using CO₂

emissions credit in July 2016, and we are comprehensively continuing our activities for contributing to CO₂ reduction.

For water usage which is now gaining world attention, we formulated the internal guideline to Calculate the Water Footprint in 2014, to commence visualization of water usage across the product life cycle. In FY2015 we conducted assessment for the resource saving solution "FUJIFILM SUPERIA" for the Graphic System Business.

In highly recognition of our activities over many years, we were awarded the Incentive Award in the 12th Awards of "LCA Society of Japan" hosted by the Japan Environmental Management Association for Industry in FY2015 (see page 33).

Future Prospects

In FY2016, we start Design for Environment activities for the Software/Service/IT System and intend to accelerate our efforts to promote contributions to reducing CO₂ toward the achievement of the 2020 targets. Also, concerning water usage, we will promote the development of products to conserve water resources and provide the environmental information through visualizing the water usage amount in our products.

*1 The internal guidelines to Calculate the Environmental Contribution for the Reduction in CO₂ Emissions: A compilation of approaches and methods to visualize contributions to CO₂ emissions reduction in a quantitative manner across the product lifecycle, including the stage of customer usage.

*2 Special assessment format for the Software/Service/IT System: Target setting and assessment from the perspective of Contribution on Environmental Impact Reduction on the customer side, in terms not only of things but also of reduction of movement of people and use of storage space, etc.

Fuji Xerox

Fuji Xerox hopes to contribute to both solving issues and reducing environmental impact at customer offices through its products and services. At the core of its mission is our concept of "RealGreen," our policy on realizing both environmental performance and convenience. The goal is to achieve "Comfortable Eco," an ideal rooted in our conviction that to achieve true environmental performance, our product must be stress-free for customers as well earth-friendly. With

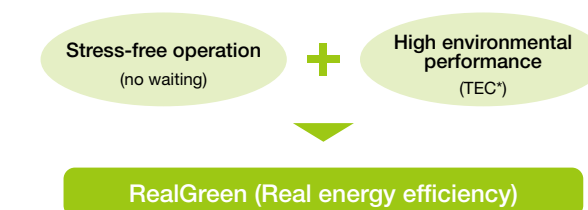
this ideal in mind, we are creating new value by developing products that seamlessly integrate the environmental technologies we have developed and refined.

In FY2015, four models of our ApeosPort-V Series and DocuCentre-V Series won the Chairman's Prize of the Energy Conservation Center in the Product and Business Model category of the 2015 Energy Conservation Grand Prize. This is the 13th award Fuji Xerox has won and the highest number in the industry (see page 21). In software, environmental action is being implemented for the entire product commercialization process starting from the product planning stage, with emphasis on (a) new functions and ideas in reducing environmental impact, (b) environmental impact reduction effect when used by the customer, (c) environmental action on media, printed matter, packaging, etc., provided to the customer and (d) environmental improvement activities by the organization in charge of product commercialization. We contribute to CO₂ reduction in the customer office by offering software with outstanding effect in reducing environmental impact.

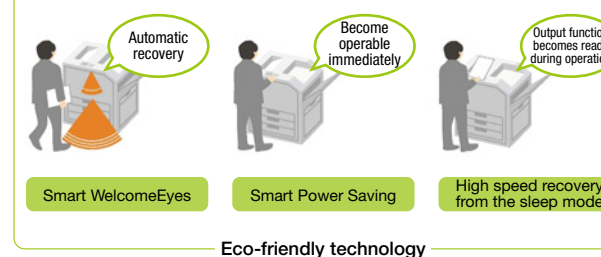
Future Prospects

We will continue to contribute to business growth of our customers and at the same time reduction of CO₂ emission, through solutions and services that are the strengths of our company combined with outstanding environment-friendly products by eco-friendly technologies that we have developed over our history.

▼ RealGreen Concept

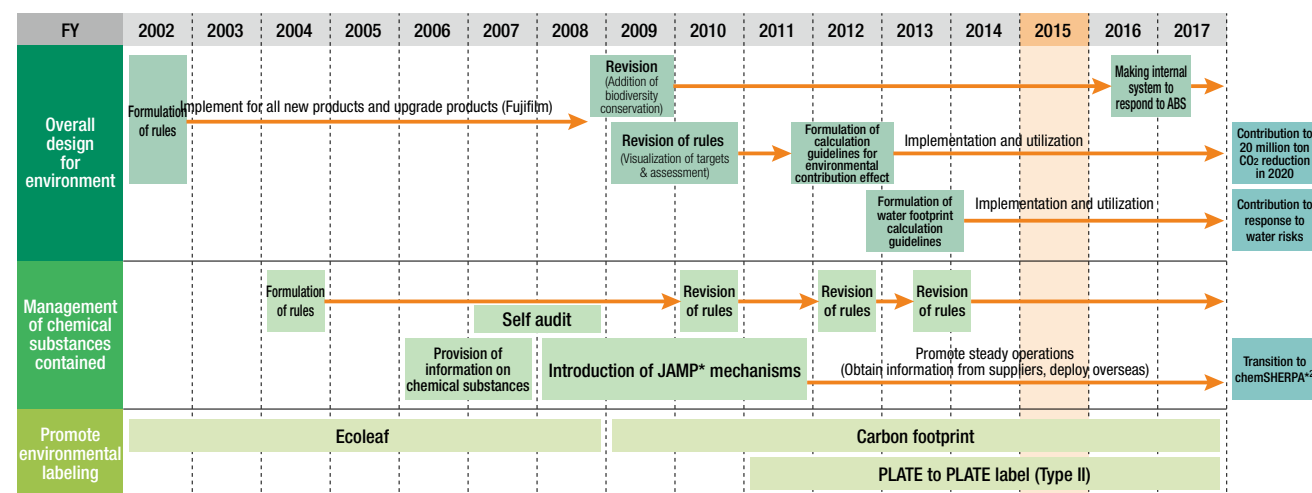


Virtually zero waiting time between sleep mode and copy/scan mode minimizes user stress.



*Typical Electricity Consumption (TEC): The amount of power consumed by office equipment, such as printers and copiers over a conceptual week (five days of operation and repeated sleep/power-off mode, plus two days of sleep/power-off mode).

▼ Progress of "Design for Environment"



*1 Joint Article Management Promotion Consortium

*2 chemSHERPA: A scheme that facilitates sharing information on chemical substances in products

OPINION

Third-Party Opinion on "Promote Global Warming Countermeasures"



Mr. Takejiro Sueyoshi

Special Advisor
UNEP Finance Initiative

Profile

In addition to being involved in UNEP FI, Mr. Sueyoshi has served in various positions, such as committee member on various types of councils on the Central Environment Council, advisor to Kawasaki City and Kagoshima City, part-time lecturer at the University of Tokyo Graduate School. He also works as an external member of the board to companies and engages in efforts to raise awareness on environmental issues and the social responsibility of companies on TV, in newspapers, published works, and lectures.

Praise for dramatic reduction in CO₂ emissions over the entire product lifecycle

The most noteworthy result for FY2015 was the dramatic reduction in CO₂ emissions. This was achieved not only one year earlier than the target in the medium-term plan, despite the increase in the production output, but it also covers the entire product lifecycle. The Fujifilm Group deserves praise for its determination to implement the product lifecycle approach while the CO₂ reduction efforts by other companies remain fragmentary or partial, defined in the narrow sense. I am strongly impressed by the results of diligence and drive organized through consolidated action by the management and employees.

In the Paris Agreement at COP21 held late last year, the global target was set to zero emissions. Around the world, many leading companies are already competing head-to-head to achieve zero emissions. In view of this development, I would like to see Fujifilm Group define a more ambitious long-term target beyond its FY2020 goal of a 30% reduction. A higher target will attract great attention and will stimulate greater motivation. This is all the more important because realization of carbon neutral has become a vital factor in winning against the competition in the 21st century.

I look forward to further action from the Fujifilm Group.

Response to the third-party opinion

We sincerely appreciate your highly evaluation for our activities in FY2015 for the Fujifilm Group's target of achieving a 30% reduction in CO₂ emissions in FY2020 over the 2005 level through the entire product lifecycle, as well as our success in achieving our medium-term target one year early.

We will continue to do our utmost to reduce CO₂ emissions in the business processes, as well as at our customers through our products and services, by setting a more ambitious longer-term target beyond 2020, focusing the goal of achieving the zero emissions of the Paris Agreement.

(CSR Group, Corporate Planning Division, FUJIFILM Holdings)



Priority Issue 2

Promote Resource Recycling

- Targets (1) Reduce volume of waste generated by 8% compared to FY2012 by FY2016
(2) Reduce material input per unit by 10% compared to FY2012 by FY2020 (Create an input control system by FY2016, such as setting indices per unit and verifying the efficacy)
(3) Maintain water usage per sales (water input per unit) at FY2012 levels



Water source in FUJIFILM Ashigara Factory

Basic Approach

The Fujifilm Group has always been aware of the importance of effective use of natural resources, as the main raw material for photographic film, the main product at the time of our establishment, is the precious natural resource, silver, and to which lots of clean water and fresh air are essential in manufacturing. Since our establishment, we actively continue with our efforts to reduce the amount of virgin resources, such as by reducing water usage, recycling and reusing water, recovering and reusing silver, and establishing a resource recycling system for multifunction devices and copiers, etc. We are conducting efforts to use resources effectively and reduce waste through measures which take into account the total lifecycle of a product, by considering the 3Rs (reduce, reuse, recycle) in the product design, reducing loss at the manufacturing stage, collecting, reusing and recycling used products, and recycling or converting into valuables.

Outline of Activities in FY2015

..... Related Data and Information Environmental Aspects Page 65



Significant reduction of **13%**
Compared to the medium-term target volume of waste generated by FY2016

Measures to Reduce Waste

The Fujifilm Group is making comprehensive efforts to use resources effectively and reduce waste throughout the entire lifecycle of its products. We think carefully about the most effective ways to use resources and reduce waste as much as possible, by considering reduction of resources in products and recycling after use in the design stage, and reducing losses at the manufacturing stage. Meanwhile, we are concerned about waste emitted necessarily in manufacturing

▼ Outline of Measurements for Waste Reduction in Fujifilm Group



too, and since FY2011, we have been involved in a project as Fujifilm Group to convert waste in manufacturing into valuables and raise the value of these valuables. In addition to activities at production sites, we have expanded our efforts to waste in offices and warehouses for transportation and promoted our measures in the scope of our business activities overall.

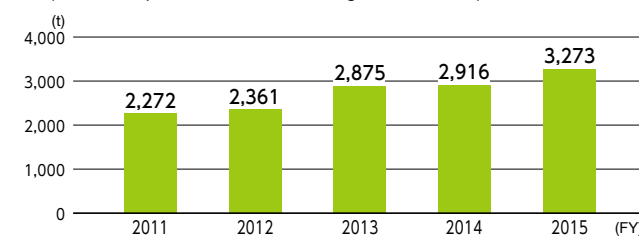
These various continued efforts have made strong results, with 4% reduction in volume of waste generated compared to FY2014 and the achievement of a significant reduction by 13% compared to the base year FY2012 of the medium-term target. In addition, reduction of waste to be disposed of by simple incineration/landfill (zero emission) is underway on a global scale. Since FY2014, the Group has kept zero emissions of over 90% for all regions (Japan, US, Europe and China).

Future Prospects

We are progressing continual waste reduction and utilization of resources, following cost reduction through group-wide optimization. We are also considering higher targets for reduction of waste generation.

Measures to Zero Landfill from Products

At Fuji Xerox, based on the principal of treating used products as valuable resources instead of as waste, by collecting customers' used products and reusing or recycling them, the program aims to utilize resources as effectively as possible with the goal of "Zero Landfill"^{*1}. We have achieved Zero Landfill from the collected used products in Japan by recycling them as a part of other products. As a global corporation, meanwhile, we recognize our responsibility to minimize our environmental impact in every locale where we do business. In China and the Asia-Pacific region, we have built integrated recycling systems on a par with our Japanese system. Since 2010, we have maintained a recycling rate of at least 99.5%—our "Zero Landfill" target—for our entire

▼ Fuji Xerox New Resource Reduction by Using Reuse Parts*
(Total for Japan, the Asia-Pacific Region, and China)

*The total amount of New Resource reduction in the production stage by using Reuse Parts.

operating area^{*2}. As a result of such efforts, the total number of products using recycled parts since 1995, reached to 380 thousands in 2015. As for the reduction of new resource inputs by using recycled parts, we increased these by 357 tons in FY2015 from the previous year. This was because the amount of products and consumables using recycled parts increased.

Future Prospects

We are progressing with the further utilization of resources and reductions in environmental impact to enhance the "quality" of recycling, such as by improving the working environment in dismantling processing bases while maintaining "Zero Landfill" in all of our business operation areas.

*1 Definition of "Zero Landfill": Reduction of simple incineration and landfill rate of no more than 0.5% of all waste produced by weight.

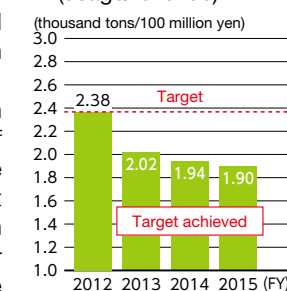
*2 Japan, China and the Asia-Pacific

Response to Water Risks

Since our establishment, the Fujifilm Group has been working toward water usage reduction and water recycling. Considering increasing attention to water risks, we set a medium-term target related to water resources and have been promoting further reductions in and more efficient water usage in FY2013. As a result of continued efforts at each site, in FY2015, we achieved a significant improvement by 20% compared to FY2012 in water usage per unit (water usage/revenue), which achieved the medium-term

target. In addition, regarding our group sites with relatively higher water risk we identified in FY2014 through visualization using a matrix with two indices: "water stress" and "impact on company business in terms of water usage," in FY2015, we reconfirmed how low risk is at each site through the situation of water management and water usage reduction measures. We were assessed as B rank by CDP Water.*

▼ Water Usage per Unit (usage/revenue)

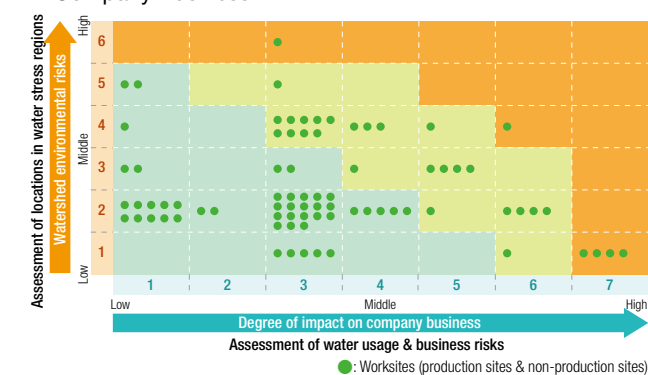


Future Prospects

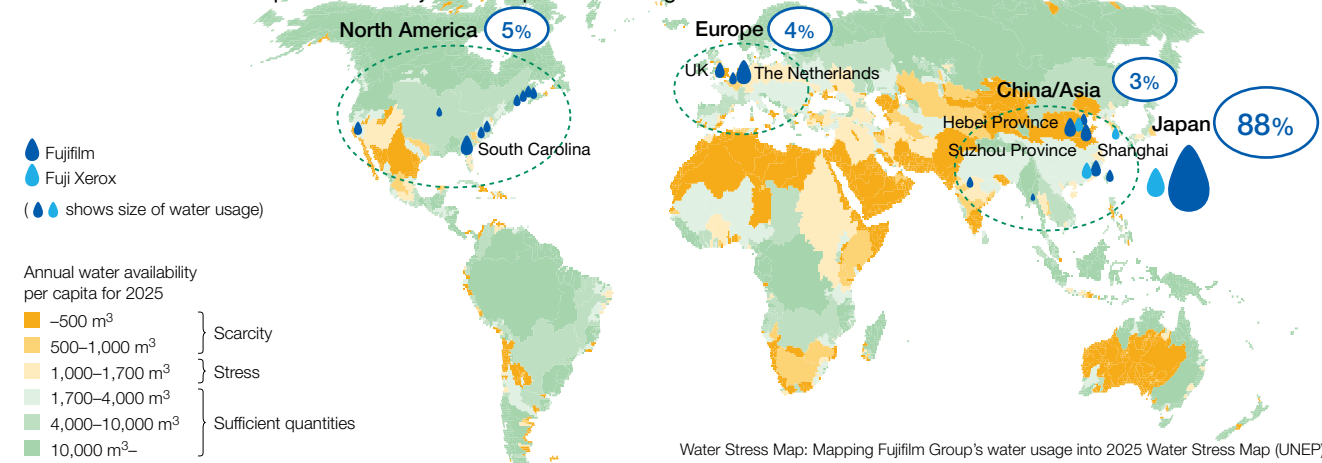
We not only maintain the level of water usage per unit set as the medium-term, but also consider the new goals. And, we continue to reduce water usage and water recycling by implementing water risk countermeasures in our group sites according to their water risk levels and actual business operations. We are also surveying and taking measures to reduce water usage in our suppliers and customers.

* CDP Water: An information disclosure and rating program relating to water risk for companies by CDP, an international non-profit organization. B is the second one for eight rankings.

▼ Assessment Map of the Impact of Water Resources on Company Business



▼ 2025 Water Stress Map and 2015 Fujifilm Group's Water Usage



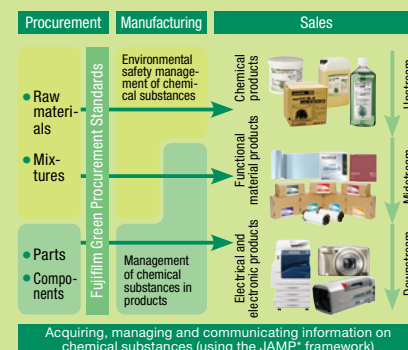


Priority Issue 3

Ensure Product and Chemical Safety

Target Contribute to “Minimization of adverse effect to environment and human health from chemical substances in production and usage by FY2020”

* Joint Article Management Promotion-consortium (JAMP): A cross industry organization established in 2006 to ensure smooth communication and management of information on chemical substances contained in products throughout the supply chain.



Basic Approach

Because the Fujifilm Group manufactures a wide range of products such as chemical products, functional materials, optical devices, office equipment, and medical equipment, etc., we have established and implement management rules according to the respective composition and manufacturing processes of our products, from the perspective of management of the handling of chemical substances and management of information on chemical substances. Since 2010, in our Medium-Term CSR Plan, we have been making efforts for the priority issues of establishing and disseminating the framework to acquire, manage, and communicate information on chemical substances contained in products along the supply chain and enhancing our system to acquire information on laws and regulations in each country and region around the world accurately, and to ensure response efficiently.

Outline of Activities in FY2015

.....Related Data and Information Environmental Aspects Page 66



Formulated the new rules

Company-wide rules on chemical substance control (Fujifilm)

Management of Chemical Substances

Fujifilm manages the chemical substances used in its business according to the internal classifications based on the applicable laws and regulations, the level of hazard, and the company's management policies.

In FY2015, we created the outline of our new company-wide rules on chemical management, to ensure consistency with the trend of chemical management in the world today, including the change of perspectives on chemical safety placing the emphasis on the chemical risk and the expanding scope of regulated chemical substances as well as shortening the period of time between proposal for regulation and enforcement. The essential features of the new internal rules are implementation of chemical risk assessment for all chemical substances used in Fujifilm and management categories of chemical substances linked to significance of chemical regulations. We aim at ensuring the further safe handling and well-planned use of chemical substances through these activities.

The revised Industrial Safety and Health Act came into force in Japan in June 2016. This act makes an assessment of the chemical risk to human health mandatory when using substances specified by the Order for Enforcement of the Industrial Safety and Health Act (as Dangerous or Harmful Substances Subject to Labeling, etc.). The assessment was an effort obligation until this revision. To respond to this revised act appropriately, we developed and started to implement chemical risk assessment procedure used in the Fujifilm Group in Japan. The procedure

was designed to conduct chemical risk assessment practically and efficiently by standardizing the assessment steps as much as possible for typical operation conditions.

Future Prospects

In FY2016, we expand our activities to ensure an understanding of the new chemical management throughout the Group, both in Japan and other countries, and start full-scale implementation.

Management of Chemical Substances in Products

Fujifilm has been improving its management of chemicals in products across the supply chain through regular briefings for the suppliers and support to the suppliers. In FY2015, the briefings were organized to provide social trend and latest regulatory information concerning chemicals in products in addition to the method and procedure of the information communication to foster the deeper understandings. We focused on conversation with the suppliers about their issues on the information communication towards their solution.

At the same time, we became a supporting member of chemSHERPA, which is a new scheme that facilitates communicating information on chemicals in products throughout the supply chain developed by the Ministry of Economy, Trade and Industry, Japan to reinforce our system to enhance the management of chemical substances contained in our products. For the smooth transition from the current information communication scheme to chemSHERPA, we joined various related committee activities of the JAMP (Joint Article Management Promotion-consortium), which has been the operating body of chemSHERPA, and act as one of the leading companies since April 2016.

Future Prospects

Along with preparation for the smooth transition to chemSHERPA, we will further expand our management system concerning chemical in products in the Asia region.

Priority Issue 1

Domestic and International Appraisals

Winning awards for environmental impact reduction and disclosure of climate change information



Ceremony for the 12th Awards of "LCA Society of Japan"

Fujifilm has won the Incentive Award under the 12th Awards of "LCA Society of Japan."*1 The prize was given in recognition for our LCA (Life Cycle Assessment) activities (establishing an internal system for LCA promotion, Employee training, Integration to "Design for Environment," and CO₂ emissions reduction across the product life cycle, etc.) and its resulting on environmental impact reduction, which we have been working on since 2003.

FUJIFILM Holdings was also listed for the first time in the Climate Disclosure Leadership Index (CDLI) by CDP.*2 CDP offers a climate change program to request corporations to promote climate change-related information every year. FUJIFILM Holdings acquired a full scale (100 points) in their disclosure scoring. We continue to reduce environmental impact across our group companies and proactively disclose environmental information to stakeholders.

*1 An award scheme established in 2004 to honor the excellent activities of LCA to lead to reduce environmental impact reduction across the product life cycle.

*2 A nonprofit organization to gather and assess corporate environmental information on behalf of institutional investors. Their programs cover climate change, water, and forests.

Priority Issues 1&2

Activities to Reduce Environmental Impact in Europe and U.S.A.

Low-carbon energy utilization and water usage reduction

● Building the first large-scale joint wastewater treatment plant in the Netherlands

Together with Water Board De Dommel, FUJIFILM Manufacturing Europe B.V. (EF), and three other companies in the Netherlands are constructing a large-scale joint wastewater treatment plant in the premises of EF. The ground-breaking ceremony was held in November 2015. The companies are combining their wastewater flows within the plant to minimize the environmental impact from their businesses, while at the same time reducing wastewater treatment costs. Benefits of the plant include not only being able to release treated water as clean water, but also generating biogas from the wastewater sludge. The plant is expected to start operations in summer 2016.

● Commencing production solely by wind power (Netherlands)

On January 13, 2016, FUJIFILM Manufacturing Europe B.V. (EF) concluded a contract with Eneco, a Dutch energy company, to commence production using only wind power. Since 2011, Eneco has been directly supplying 20% of EF's electricity needs from five wind turbines on Eneco's site. The new contract is for additional electricity required from Eneco's wind farm in Tholen to power EF's entire production requirement, enabling Fujifilm to achieve complete carbon neutrality.



The 100 gigawatt hours of electricity required for all plant operations is equivalent to the energy used by 30,000 households.

● Redesigning the company garden reduces water usage as an adaptation measure (U.S.A.)

California has been suffering from drought for the last five years, and mandatory water restriction and water rationing by the State of California have been introduced. Taking the initiative in water usage reduction, FUJIFILM North American Corporation (FNAC) has collaborated with the owner of the facility, Cypress Land Company, to replace greenery and plants that require significant amounts of water with drought-tolerant plants, and change watering systems to drip irrigation to minimize water consumption. These measures reduced water usage in FY2015 to some 60% of that in FY2014.



Plants in the 23,183-square foot garden were replaced with drought-tolerant plants and ground cover that require minimum watering.

● Solar power generation realized 39.62 tons CO₂ emissions reduction (U.K.)

FUJIFILM Specialty Ink Systems Ltd. (FSIS) has installed 800 solar panels measuring 1,320 m² at its premises to generate power for its own use. The solar power generation system started full-scale operations on February 1, 2016, and 39.62 tons worth of carbon had been offset by the end of March.



These solar panels use FUJIFILM backsheets for solar cell.

Reduced to 21%
The number of persons with metabolic syndrome in FY2015

Judge's Prize
Biodiversity Action Award Japan 2015 (Fuji Xerox)

Approx. 800 participants
for All-Fuji Xerox Management Improvement Training in FY2015

Formulated CSR Procurement Guidelines
(Fujifilm)

Introduction of Program for Accompanying a Spouse's Transfer
(Fuji Xerox)

Introduction of Home Working System
(Fujifilm)

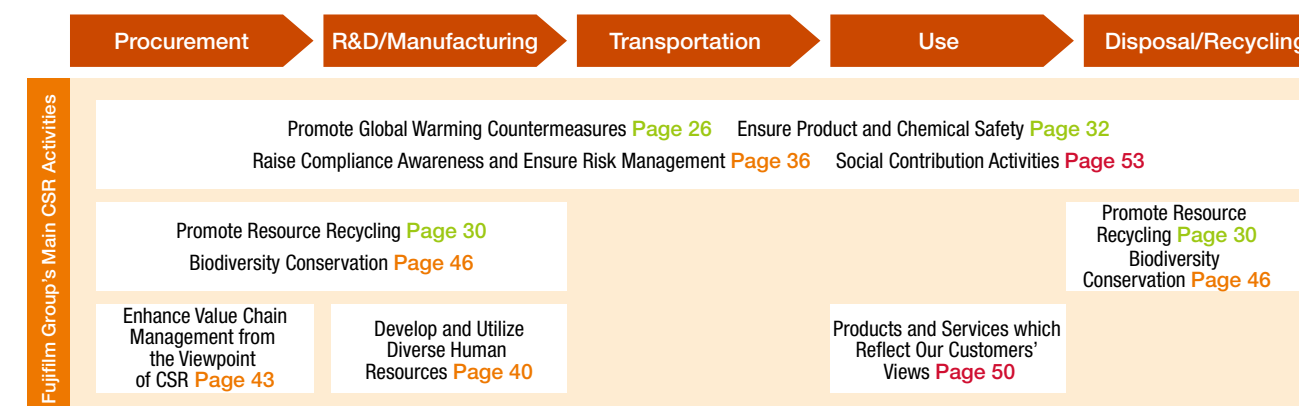
FUJIFILM Sustainable Value Plan 2016

Promotion Policy 3

Enhance the CSR framework supporting the corporate activities across the value chain.



▼ CSR Activities Promoting throughout the Value Chain

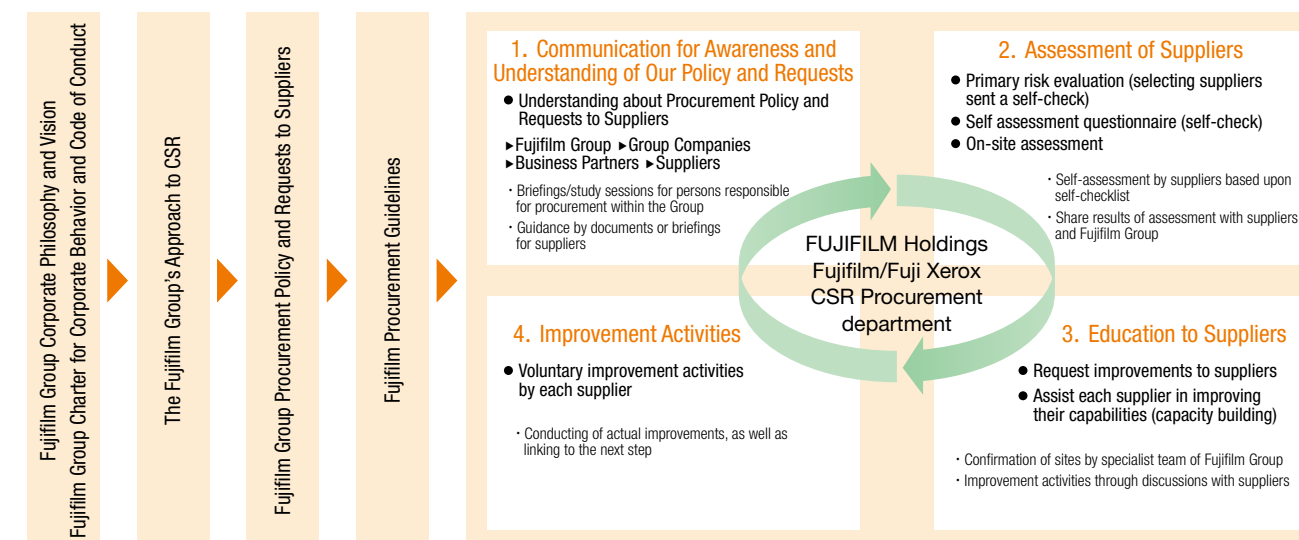


The Fujifilm Group established its Charter for Corporate Behavior, Code of Conduct, and Approach to CSR and promotes CSR through sincere and fair business activities. In order to expand and strengthen our activities, it is necessary to collaborate all processes, procurement, manufacturing, transportation, use, and disposal throughout the value chain.

In March 2015, the Fujifilm Group revised the Procurement Policy and presented the "Requests to Suppliers" in an

effort to enhance value chain management. We will keep recognizing social effect through our business activities and our responsibilities, and aspire for establishing a sustainable value chain with mutual growth through understanding and implementation of these activities not only within the Group but also by our business partners.

▼ Fujifilm Group CSR Procurement Promotion Program



▼ Requests to Suppliers

Respect for human rights	Respect for basic human rights, elimination of discrimination, prohibition of non-humanitarian treatment, workers' rights, prohibition of forced and child labor, restraint on extended work hours, wages, privacy, and occupational safety and health
Open, fair and clear business activities	Active communications, information disclosure, fair trade, prohibition of abuse of superior status, prohibition of corruption, offer of unfair benefits, severance of ties with antisocial forces, compliance with export/import laws and regulations, quality & product safety, protection of confidential information, intellectual property rights protection and preservation of personal information environment
Preservation and protection of the environment	Promotion of green purchasing, prevention of global warming, waste control, prevention of environmental pollution and preservation of natural resources
Development of management systems and schemes	Management system and internal/external communication



Priority Issue **1**

Raise Compliance Awareness and Ensure Risk Management

- Targets**
- (1) Maintain 100% awareness of major risks and full-scale performance of awareness-raising schemes
 - (2) Ensure offering health promotion opportunities to employees
 - (3) Be aware of risk of human right issues across the Fujifilm Group



Charter for Corporate Behavior and Code of Conduct

Basic Approach

The Fujifilm Group interprets compliance as “more than simply not breaking the law and acting correctly in the light of common sense and ethics.” We believe that we achieve compliance by responding flexibly with a keen sensibility to the needs of society. A lack of awareness of compliance often leads to increased risk. Consequently, compliance and risk represent two sides of the same coin. A dedicated department in each operating company of the Fujifilm Group manages risks in a comprehensive and integrated manner, recognizing that promoting compliance and managing the risks associated with business operations is a single continuum. We steadfastly advance compliance and risk-management activities across the Group, with our two operating companies, Fujifilm and Fuji Xerox, overseeing their respective affiliates in Japan and overseas.

The Fujifilm Group ensures compliance with laws and regulations, including those related to respect for basic human rights, which is the most fundamental compliance item, as well as for occupational health, the basis for all business activities.

 Fujifilm Group Code of Conduct/Compliance Statement <http://www.fujifilmholdings.com/en/about/philosophy/law/>

Outline of Activities in FY2015

Compliance

.....Related Data and Information Compliance and Risk Management Page 60

As a set of fundamental policies, we have formulated the Fujifilm Group Charter for Corporate Behavior and Code of Conduct. We have also established the Fujifilm Group Code of Conduct to better guide each employee to act and behave in compliance with laws, regulations and social ethics and make it clear that we give the first priority to compliance in our business activities. We have established a division that is exclusively responsible for promoting compliance and instilling a compliance based mindset throughout the Group within each of our principal operating companies: FUJIFILM Corporation and Fuji Xerox Co., Ltd.

Fujifilm conducted in FY2015 a compliance awareness survey covering employees of our entire domestic group, in order to confirm dissemination of compliance awareness and identify issues. Since the introduction of anti-corruption

<About the anti-corruption matters>

The Fujifilm Group has never been investigated by administrative authorities concerning any anti-corruption matters.

rules in the Group companies in April 2012, training and audit have been implemented on a regular basis. In FY2015, on-site audit and training have been executed in priority regions for further reinforcement. Fuji Xerox has distributed case studies to the employees for further understanding of harassment, and a news letter based on accounting issues at other companies. In addition, it has executed web-based training program (educational video) for all managers and put up a poster on compliance.

Future Prospects

Fujifilm will promote further improvements in compliance awareness, reinforcing detailed training and education, focusing chiefly on issues identified in the awareness surveys and training programs. Furthermore, cooperation

▼ Measures Implemented for Compliance and Risk Management

FY1997 to FY2005	FY2006 to FY2008	FY2009 to FY2013	FY2014 to FY2016
Establishment of foundation at each company <ul style="list-style-type: none"> Formulation of a Code of Conduct for Employees Launch of body (committee) in charge of issue Opening of helpline/consulting facility Start raising employees' awareness, education, and monitoring through awareness surveys and briefing sessions 	Establishment of foundation for the entire Fujifilm Group <ul style="list-style-type: none"> Foundation of FUJIFILM Holdings CSR Committee Revision of Group's Corporate Philosophy and Charter for Corporate Behavior, and formulation of Vision and Code of Conduct and raising awareness Expansion of initiative to Group companies outside Japan 	Responses to individual priority issues <ul style="list-style-type: none"> Introduction of anti-corruption rules Review of risk issues against large earthquakes and a possible eruption of Mt. Fuji Establishment of a system to ensure no relations with antisocial forces Introduction of information security measures and guidelines etc. 	Implementation of the Sustainable Value Plan 2016 <ul style="list-style-type: none"> Review and clarification of serious risks for the Fujifilm Group Strengthen measures to raise awareness on rules and regulations etc.

with overseas Group companies will be strengthened. In FY2016, Fuji Xerox will strengthen the function of the CSR Council, integrating the Ethics and Compliance Committee into the Council, which is a higher level of the conference body. Through this change, the important measures related to corporate ethics and compliance that are deliberated on and decided by the Council will be implemented more promptly and steadily by the heads of the various functional organizations.

Outline of Activities in FY2015

Risk Management

.....Related Data and Information Compliance and Risk Management Page 60

Each operating company establishes and maintains its own appropriate risk management systems. Following prescribed procedures, the operating companies report their risk management activities, including preventive measures and countermeasures against materialized risks to the CSR Committee secretariat. With regard to significant risks in Group operations, the CSR Committee takes a group-wide perspective in examining appropriate countermeasures and effecting their implementation.

In FY2015, Fujifilm conducted training for the risk managers in each Group organization to deal with the measures related to prevention of corporate misconducts. Regarding the risk management for the safety of employees outside Japan, we enhanced the measures for employees visiting or living in developing countries on business. Also regarding information security, training against targeted attacks and web-based training are conducted for improvement of employee awareness. Fuji Xerox selects priority issues, with attention given to changes in social and business conditions, the status of our business operations, the occurrence frequency, impact on management, etc. every year. In FY2015, priority risks, such as large-scale natural disasters, new types of influenza, information security, etc., were selected for priority action and were deliberated by the CSR Council on the state of progress in action.

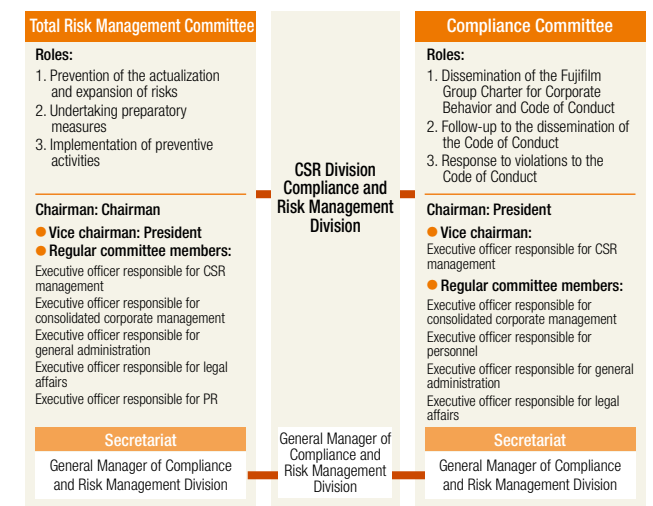
Future Prospects

In addition to strengthening response to large-scale natural disasters and information security, Fujifilm will identify priority risk issues through the PDCA cycle and formulate and implement specific action plans. Fuji Xerox will further enhance response against the priority risks deliberated at the CSR Council, including business continuity in a disaster and activities to prepare against outbreak of contagious diseases.

 Fujifilm “Compliance & Risk Management” <http://www.fujifilm.co.jp/corporate/aboutus/compliance/index.html> (in Japanese only)

 Fuji Xerox “Ethics and Compliance” <http://www.fujixerox.com/eng/company/compliance/>

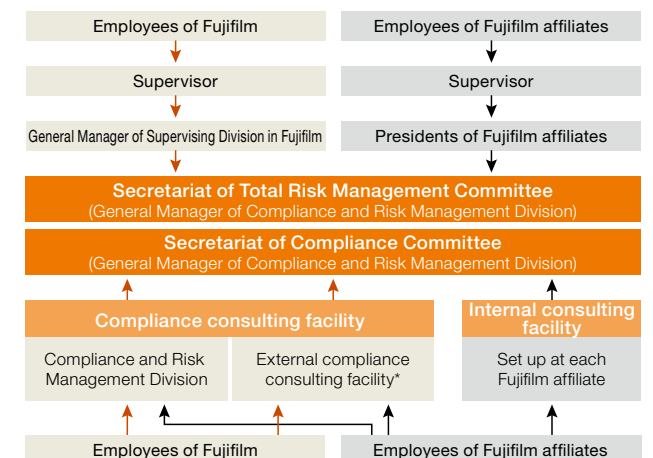
▼ Compliance and Risk Management Promotional Organization (Fujifilm and its affiliates)



▼ Corporate Ethics and Compliance Promotion System (Fuji Xerox and its affiliates)



▼ System of Collect Information on Risk and Compliance Consulting (Fujifilm)



*External compliance consulting facility is set up for employees in case where, for whatever the reason, they feel they cannot directly report to company or supervisor, even if they find risk-related information.

▼ Risk Management System (Fuji Xerox)





Outline of Activities in FY2015

Occupational Health and Safety/
Promotion of Health

.....Related Data and Information Sustainability Accounting Page 69

Occupational Health and Safety Policy http://www.fujifilmholdings.com/en/sustainability/vision/health_safety.htmlReduced to **21%**The number of persons with metabolic syndrome
in FY2015

Fujifilm Group

The Fujifilm Group believes it essential to ensure that employees can work with vigor and in good health both physically and mentally at their workplaces, in order to implement our vision of maintaining our position as a leading company by Creating New Value. In the Group, however, we suffered further cases of decreased labor productivity and an increase in medical costs. In response, we established a group-wide health promotion council composed of the Group companies' Human Resources divisions, industrial doctors and the Fujifilm Group health insurance association in July 2013. The council has since been proceeding with its efforts to conduct activities focusing on four areas: prevention of serious lifestyle-related diseases; quitting smoking; mental illness and prevention of overwork.

In FY2015, as a group-wide measure to prevent lifestyle-related diseases, we implemented a target to reduce the number of persons with metabolic syndrome to 25%. We were able to achieve the target and reduce the number of persons with metabolic syndrome to 21% through life-style habits and diet counseling.

Fujifilm

In 2014, Fujifilm opened the Nishiazabu Medical Center in its headquarters building. We are trying to improve the detection rate and early treatment of cancer by establishing an environment that enables employees to easily have endoscopic examinations, which are more accurate than x-ray screening and effective for the early identification of cancer in the stomach, esophagus, and colon. In FY2015, to encourage the further use of this Center, we conducted activities to enlighten about the colorectal examination through cancer control seminars, etc. For some employees, we have implemented a program which subsidizes 70% of the cost of a colorectal examination in order to increase the rate of employees who take the colorectal cancer examination. As for the occupational health and safety, we are working to raise awareness about safety through prevention of falling accidents which have been increasing across Japan. We conducted activities to raise safety awareness by having activities on near-misses, etc., not just in factories but throughout the entire group including office-working divisions of sales companies etc., using the Ministry of Health, Labour and Welfare's "STOP Falling Accidents Project" as a reference. In addition, we have been sharing information on minor work accidents and disseminating information throughout the Group to ensure

that the same type of accidents do not occur again in the other departments. In FY2015, we launched efforts to horizontally and mutually share lessons from work accidents, as well as sharing data after discussing sharing of work accident information with global sites starting with the U.S.



Held promotion seminars on endoscopic examination of colon for early detection and treatment three times.

Fuji Xerox

In FY2015, Fuji Xerox conducted activities focused on the five priority targets of "measures for quitting smoking and preventing lifestyle-related diseases," "measures against cancer," "measures for mental health," "countermeasures against risk due to overwork," and "prevention of work accidents." All companies, including domestic affiliated companies, have banned smoking during working hours. As a result of our stop-smoking treatment subsidy program and quit-smoking support seminars, the proportion of smokers has fallen from 19.1% to 17.6%. In terms of measures against cancer, we have established a system to enable employees at all companies to have endoscopic examinations for stomach. We have added checks for gynecological cancer to our regular health checks, and as a result of employees being able to have at no personal cost, the number of employees having such checks doubled compared to the previous year to over 60%. In Oct. 2015, we introduced the colorectal cancer endoscopic check subsidy system which is helping to contribute to the early detection and early treatment of cancer.

In terms of measures to support mental health, 93% of employees took our annual stress check in FY2015. In addition, in FY2015, the number of employees who had consultation regarding long working hours increased by 54.8% compared to last fiscal year, and as well as the safety and health committee conducting discussions on causes and countermeasures at each factory, we are also reinforcing predictive management based on individual data and seeking to reduce risk of the occurrence of damage to health due to long working hours.

Future Prospects

In FY2016, the Fujifilm Group managed to maintain the numbers of people with metabolic syndrome while at the same time enhancing our stop-smoking activities. At Fujifilm, we deploy the group-wide measures to share work accident information and lessons from accidents to Europe. From FY2016, Fuji Xerox will conduct activities focusing on the five priority targets as common areas with the rest of the Fuji Xerox Group, and utilizing the health database introduced in FY2015, we will make efforts for promotion for occupational health & safety and promotion of health.

Outline of Activities in FY2015

Respect for Human Rights

We believe that respect for basic human rights is a fundamental aspect of our compliance and we have clearly stated our commitment to it in the "Fujifilm Group's Charter for Corporate Behavior and Code of Conduct." Group company employees are required to sign their names on a declaration found at the end of the Code of Conduct. At the same time, to deepen their understanding of human rights, we have training programs aimed at engendering respect for human rights and eliminating discrimination.

From the perspective of internal checks, Fujifilm has included items on human rights issues in our annual self assessment questionnaire for the business activities of all our Japanese and overseas affiliates since FY2013. In recent years, especially in Europe and North America, there has been an increase in the demand for measures to ensure that human rights are respected, not only by companies themselves, but by their supply chains too. The Modern Slavery Act enacted in the UK in 2015 and the California Transparency in Supply Chains Act enacted in 2012 are the part of the demand. Considering this movement, we are introducing measures across our entire supply chain as part of our CSR procurement activities.

To promote the measures of due diligence for human rights, FUJIFILM Holdings has been participating in the Nippon CSR Consortium managed by the Caux Round Table Japan since 2012. We are studying human rights risks within the company in response to deliberations at international conferences and public comments. FY2015 was the fourth year of our participation. In FY2015, at the international conference, we held discussions and exchanged opinions with experts on

our Group's CSR policy and our CSR activities promoting at our suppliers as one of the measures for human rights due diligence (see page 59).

In addition, referring to the Human Rights Guidance Tool created by UNEP FI* (formulated in 2011, revised in 2014), we reviewed the "Human Rights Issues by Sector (Second Edition)" formulated in FY2013 by the Consortium from the perspective of the chemical and construction materials industry to see whether there were any additions, deletions or revised items. As a feature of FY2015, NGOs/NPOs and experts raised the human rights issues of sexual minorities, a subject that has raised significant concerns among the public in Japan, and foreign workers, and we identified human rights issues including the raised issues with other 11 industry sectors.

Future Prospects

Considering international movement around the subject of human rights in recent years, we aim to formulate a Human Rights Policy to clarify our Group's stance besides our Group Charter for Corporate Behavior and the Code of Conduct. We will continue to strengthen measures both within and outside the Group.

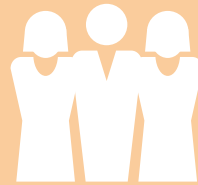
To deepen our understanding of human rights due diligence and further enhance our Group's activities, in addition to our own views, we will continue to actively adopt outside opinions and joint studies with other companies and continue with our activities to raise awareness of the importance of human rights issues within the Group.

* UNEP FI: United Nations Environment Programme Finance Initiative. It is a global partnership between UNEP and the financial sector, established in 1992. Over 200 institutions, including banks, insurance companies, and investment funds, work with UNEP to promote the environmental and sustainable practice in financial operations through researches and information exchanges.

▼ Human Rights Issues Considered Important for the Chemical and Construction Materials Industries

*Items added based on suggestions by NPOs/NGOs

UNEP FI Key Human Rights Issues		Concrete Issues
I: Core operation/Supply chain		
1: Workplace condition	a Working hours	• BtoB companies may face possible occurrence of overtime work arising from receiving orders without consideration of resources.
	c Health and safety	• There are relatively many sources of risks as the industry that use hazardous substances (chemical substances) and large scale facilities. • Possible risks of causing health hazards to employees and final consumers if suppliers do not provide complete information on chemical substances.
	d Disciplinary measures	• Because practices of disciplinary measures differ largely according to countries and regions, there are possible risks of developing policies on disciplinary measures that do not match regions. • Inadequate grievance mechanisms against disciplined persons • Difficulty in understanding actual situations of disciplinary measures against suppliers, because practices of disciplinary measures differ largely according to countries and regions.
2: Discrimination	f During work	• Cases of discrimination issues differ in areas and time (for instance, discrimination against sexual minorities has occurred in 2015). Elimination of discrimination during work globally remains unsolved.
	g Redundancy and dismissal	• Clear and convincing selection standards may not be presented during redundancy and dismissal.
4: Forced labour	n Deposits and papers	• There are high reputational risks during occurrence of forced labour, because the presence or absence of migrant workers is not globally and comprehensively identified.
	o Forced overtime	• BtoB companies may possibly demand forced overtime, because they receive orders without consideration of their resources (volunteer overtime work ends up being overtime work).
	p Trafficking in human	• There are high reputational risks during occurrence of forced labour, because the presence or absence of migrant workers is not globally and comprehensively identified.
5: Freedom of association	q Freedom of association and collective bargaining	• Possible risks of facing a production suspension due to occurrence of strikes and boycotts, if negotiation between management and labour is not conducted correctly.
	r Conflict with local law	• Possible risks of facing a production suspension due to occurrence of strikes and boycotts, if negotiation between management and labour is not conducted correctly.
II: Community		
1: Resources	a Use of natural resources (water, land, etc.)	• The industry may give a huge impact to local communities, as it uses a relatively large amount of resources and has a potential for causing pollution damage by discharge and leak of hazardous materials.
III: Society and Government		
1: Relations with governments	c Bribery and corruption	• Due to an extension of the scope of application of legislation on bribery and increase in enormous surcharge payment, there are potential impacts of giving to stakeholders such as employees and investors.
	e Governments with poor human rights records	• Potential risks of being involved in violations of human rights due to operations in countries with poor human rights activities.
2: Relationship with consumers	* Health and safety	• Potential risks of causing health hazards to consumers, because chemical materials are used. Also, risks are present if information on value chains is not properly shared.



Priority Issue 2

Develop and Utilize Diverse Human Resources

Target Build a working environment with diversity*¹ that enable all workers*² to exert their individuality

*1: Create systems to develop human resources and utilize them to the most suitable positions

*2: Domestic and foreign workers, and female, elderly, or disabled employees



FUJIFILM WAY Training for employees across the world
(Photo: FUJIFILM Holdings America Corporation)

Basic Approach

The Fujifilm Group aims at realizing its corporate slogan “Value from Innovation” by challenging with courage in the dramatic changes of business environment. Further, for the purpose of driving such acceleration on the creation, development, and global expansion of prospective businesses listed in the Medium-Term Management Plan, VISION 2016, it is important to develop the human resources and to create an environment where diverse human resources can maximize their abilities. For these purposes, we are giving a top priority to developing global and executive talent with high level of skills in thinking and acting on their own in global society, and are actively reforming and expanding our businesses for the next generation. We are now implementing the systems to identify, develop, and promote human resources based on an international viewpoint across the Group.

Outline of Activities in FY2015

Human Resources Development

.....Related Data and Information Personnel and Labor Pages 61, 62
Sustainability Accounting Page 69

Fujifilm

Fujifilm places great importance on developing its human resources. More concretely, we aim to support each of our employees in seeking to improve their capabilities by developing highly marketable strengths and becoming professionals who demonstrate their own diverse talents, and to foster a work culture where managers also are closely involved in their staff development. To this end, as well as conducting career training to develop the strengths of all our employees, from new graduates to management, and to enhance the individual roles of each of them, we are developing systematic and planned leadership development. For example, we are fostering the development of young employees who have less than three years of work experience by having senior employees run along with them after setting action and development targets, which is to support them in demonstrating energy and enthusiasm in their work while maintaining a desire to learn at all times with humble heart. We are also enhancing the abilities of our management to see through issues towards their resolution by improving teamwork and stimulating a fundamental transformation in direction.

We are also conducting training to enable employees to gain skills and competencies, and the basic skills needed by people working for organizations and functions such as R&D, production, sales and marketing,

HR, etc. These consist of various training programs where people systematically learn basic business skills and various technical skills needed in the workplace from basic to application levels. We are aiming to improve their work capabilities by firmly linking this OFF-JT to guidance in the workplace through OJT.

We are also implementing measures to foster global human resources based on scheduled training to develop global skills and mindsets, and improving the capabilities of our employees to work globally. While we are introducing planned practical training, including for Japanese employees due to be appointed to positions overseas and overseas onsite training to enable employees to gain practical experience in local workplaces, we are also implementing training for employees of overseas subsidiaries (see figure). We have also begun construction of a system to find, foster and utilize excellent talent, with the aim of conducting global HR development that can deploy and utilize the most suitable talent for each position from all the human resources at all our companies, regardless of nationality or gender. We are in the process of introducing specific measures toward

▼Fujifilm's Human Resource Development



▼Fujifilm's Training to Develop Global Human Resources

● For Japanese employees

For employees appointed to overseas positions	Training prior to overseas appointment Training to develop overseas managers
Overseas onsite training	Short-term onsite training system Overseas trainee system Overseas study system
For interested employees	Language lessons, distance-learning (languages)
For technical position	MOT (technical management) training

● For employees of overseas subsidiaries

Development of global leadership	FUJIFILM Global Leadership Seminar FUJIFILM Regional Leadership Seminar
Dissemination of corporate philosophy	FUJIFILM WAY Training

creating a pool of specialists who can identify, select, foster and utilize these human resources from a global perspective, through meetings between the persons responsible for HR management in North America, Europe, China and the Asia Pacific regions.

Future Prospects

We are working to establish a basic infrastructure for expanding our business in the global market based on an organic relationship with our employees around the world.

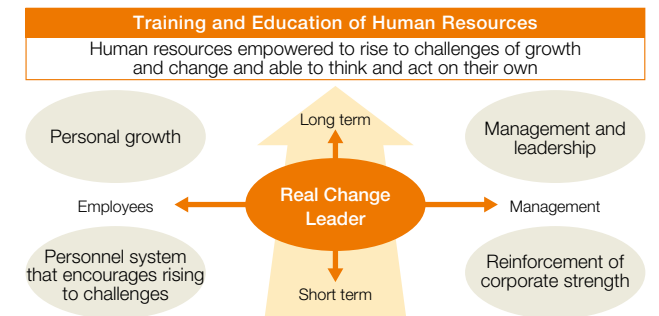
Approx.
800 participants
in FY2015 All-Fuji Xerox
Management Improvement Training

Fuji Xerox

Fuji Xerox conducts training to develop human resources empowered to rise to the challenges of growth and change, and able to think and act on their own in order to create consistently high value that keeps pace with the changing business and market environment. For this purpose, we provide career support to enable employee to develop their competencies in a self-directed way by offering them diverse experiences, while evaluating and promoting employees who can think and act on their own. We also conduct various programs, including HR training to develop global competence, training in problem solving, and management training to promote renewal of our organizational climate into one that thrives on challenge.

In FY2015, the All-Fuji Xerox Management Improvement Training, which was launched in full as a three-year plan that forms the keystone of the transformation of our organizational climate that began last fiscal year, was provided to approx. 800 people. We plan to provide this training to a total of 1,500 people. We are also expanding our problem-solving training for overseas affiliates to enable their employees to develop their capabilities to solve problems on their own.

▼Fuji Xerox's Human Resources Development



▼Fuji Xerox Employee Training

Total number of hours	111,886 hours
Average number of hours per employee	12.5 hours
Total cost	400,276,910 yen
Average cost per employee	44,824 yen

In terms of development of global human resources, in addition to continuing to provide global training to the next generation of leaders, we have also enhanced our program to develop management-level candidates from overseas affiliates through study in Japan at graduate schools or in long-term OJT. We increased the number of such positions from one in FY2014 to four people in FY2015. We are also conducting internships in collaboration with famous overseas technical universities to aid in obtaining and utilizing non-Japanese human resources to strengthen the global responsiveness of our domestic employees. In FY2015, we received four students from China, one from Australia, and four from India, totaling nine students in all.

To achieve transformation through accelerated human resources development and to allocate the most suitable human resources to the most suitable positions, we have integrated HR and training system of approx. 23,000 employees in Japan, including in domestic affiliates and sales companies, and we have also been unifying our human resources database and information system.

Future Prospects

We are enhancing our use of human resources by considering the entire Fuji Xerox Group, both in Japan and overseas, as the arena for their performance, and enhancing the mobility of our human resources through a unified HR and training system and human resources information system. We will continue to provide management improvement training, while evaluating and rewarding human resources who challenge themselves, as part of our transformation into an organizational culture that thrives on challenge.



Outline of Activities in FY2015

● Realization of Diverse Ways of Working

-----Related Data and Information Personnel and Labor Pages 61, 62

Sustainability Accounting Page 69

Fujifilm

Fujifilm has been implementing Work Style Innovation activities since FY2014, aiming to become a company where diverse employees can utilize their individual strengths to demonstrate their capabilities in an effective way of working that produces results. These activities consist of the three principles of (1) Working style innovation (Each one of us tries to develop ways to increase productivity and results per hour); (2) Skill exertion of diverse employees (Utilize your strength in work regardless of gender or age); (3) Enhancement of support systems (Company supports flexible ways of working for child rearing or nursing care).

In FY2015, for the purpose of IT utilization in business to promote working style innovation, we conducted activities to enlighten employees about more efficient and innovative working styles by hosting seminars by specialists divided by purpose and level and presentations on exceptional examples from all across the Group.

Meanwhile, in terms of enhancement of support systems, in August, we introduced in full a Home Working System which had been introduced previously as a trial measure, with the aim of enhancing support for employees with responsibilities such as childcare and caring for other family members, to support their motivation and enable them to demonstrate their abilities. This system enables employees who fulfill the conditions to work a certain number of days per week from home. In October, we introduced the Paid Leave by the Hour system, to enable employees to use the paid leave which each employee is allocated in one-hour units for not only childcare or caring for other family members but also for visiting hospitals for themselves or completing official procedure. Moreover, after investigating the situation of employees who need to care for family members, we launched support measures to assist employees in balancing their work and caring for family members. Care and Work Balance Support Seminar was held as one of these measures and was attended by over 1,000 employees (see page 47).

Future Prospects

We are enhancing support systems to enable diverse employees to demonstrate their capabilities in innovative working styles, by proceeding with activities according to our three principles.

Fuji Xerox

Fuji Xerox aims to be a company where all can deliver their full potential—regardless of gender, nationality, disability, or age—by building an organizational culture that draws to the full on a diversity of expertise, effective use of a diverse workforce, and a work style designed for high productivity (shorter working hours and flexible working styles) that will form the basis of our employees' health. In women's career advancement, the Program for Accompanying a Spouse's Transfer was created in FY2015 to reduce to zero the number



Introduction of Program for Accompanying a Spouse's Transfer (Fuji Xerox)

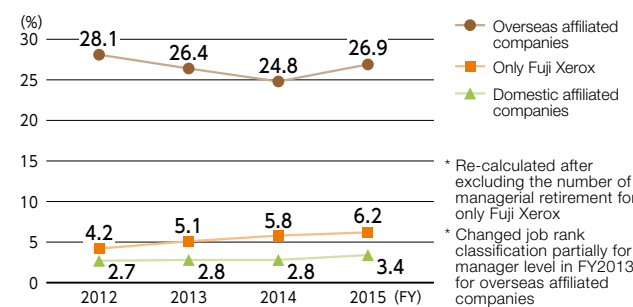
of women leaving their jobs due to marriage or relocation of their spouses by granting them work opportunities (see page 47). A next-generation women leaders program has also been created to stimulate interest and motivation in promotion among female employees. Alongside this, the use of the work-at-home system is also spreading among employees engaged in childcare or home nursing care (increased by 1.3 times over the previous year). These measures have increased the ratio of women executives and managers and are being implemented to achieve the goal of 14% by 2020.

For older employees, the Second Life Program was introduced in FY2006 to make use of the abilities of employees after retirement, as well as to support their livelihood in retirement. The survey conducted on the situations of rehired retirees in FY2015 to support the strategic utilization of older employees showed that rehiring has led to effective use of their expertise and experience and has had a beneficial impact on the work environment. We intend to apply the findings to future policy measures. To promote wider participation of employees with disabilities, workshops to foster greater understanding of people with hearing disabilities have been held. Similar workshops for mutual understanding are being scheduled in the future.

Future Prospects

Management e-learning programs on diversity will also be organized to promote greater understanding of the differences between employees as individuals and greater utilization of their respective strengths. Company-wide promotional measures, etc., will also be conducted to create a workplace culture where a diverse workforce can thrive.

▼ Ratio of Women in Executive and Managerial Positions (Fuji Xerox and affiliated companies)



Priority Issue 3

Enhance Value Chain Management from the Viewpoint of CSR

- Targets (1) Identify the CSR status of major suppliers and notify FH's expectation and improvement requirements
(2) Ensure compliance with legislation concerning biodiversity in procurement



Briefings for the business partners at FUJIFILM.

Basic Approach

The Fujifilm Group is implementing the Fujifilm Group Procurement Policy to ensure procurement from the viewpoint of CSR based on a recognition of the importance of CSR and corporate ethics. The Group aims to achieve growth along with its suppliers through business activities, and to this end deals with suppliers in a fair and appropriate manner, while helping them deepen their understanding of the importance of promoting CSR activities across the supply chain. We are thus enhancing partnerships with our suppliers' understanding to fulfill our CSR.

 Fujifilm Group Procurement Policy <http://www.fujifilmholdings.com/en/sustainability/vision/procure.html>

Outline of Activities in FY2015

● Enhancement of CSR Procurement Activities

Promoting Comprehensive CSR Activities with Major Suppliers

Fujifilm Group

In response to social expectations for reinforced CSR activities across the entire value chain, the Fujifilm Group has been examining the actual status of CSR in the major suppliers at each of our operating companies, as well as making efforts to improve things by constructing a cooperative system based on mutual trust with our partners.



Formulation of CSR Procurement Guidelines

2015 (Fujifilm)

Fujifilm

Customer expectations on activities for human rights and the environment to be improved right across the value chain are increasing day by day. To respond to these expectations, Fujifilm's affiliated companies (97 companies within and outside Japan) are using a group-wide checklist*1 to check the risks on their own company's business activities, including CSR, once per year. If there are items that do not meet the

▼ Progress in Procurement from the Viewpoint of CSR

	FY2007-FY2008	FY2009-FY2010	FY2011-FY2012	FY2013-FY2014	FY2015
FUJIFILM Holdings		FY2009 <ul style="list-style-type: none">Establishment and announcement of Fujifilm Group Procurement PolicyReview of details of the survey on the greenness of companies	Follow-up and monitoring in line with the progress of the implementation process	<ul style="list-style-type: none">Revision of the Fujifilm Group	<ul style="list-style-type: none">Establishment of a practical system based upon new Procurement PolicyExpansion of applicable business partners (overseas, transport, indirect materials, etc.)
Fujifilm	<ul style="list-style-type: none">Survey on the situation of each procurement department, and launch of taskforce by relevant staff	<ul style="list-style-type: none">Awareness-raising about the Fujifilm Group Procurement PolicyImplementation of first pilot surveyCollection of replies to the survey, and tabulation, evaluation, and feedback of the results, and improvements/ corrections (using PDCA)	<ul style="list-style-type: none">Implementation of second pilot survey	<ul style="list-style-type: none">Survey based on new web system and review of survey detailsExpansion of survey targetsEstablishment of internal guidelines to deal with the issue of conflict minerals	<ul style="list-style-type: none">Buyer training on new Procurement PolicyFormulation of Guidelines for business partners and communication (distribution, briefing sessions)Implementation of CSR self-checks for main primary suppliers in Japan and China.
Fuji Xerox	<ul style="list-style-type: none">Launch of procurement activities from the viewpoint of CSR targeting major suppliers in Japan, China, and South Korea, starting with the procurement of materialsStart of visiting suppliers by a specialist team for procurement from the viewpoint of CSR, and expansion of survey targets to include transportation companies	<ul style="list-style-type: none">Launch of CSR seminars for senior executives of suppliersEstablishment of PDCA cycle in the field of material procurement at domestic and overseas suppliers and for working with transportation companies in Japan	<ul style="list-style-type: none">Establishment of Paper Procurement Regulation StandardsStart of visiting by those responsible for procurement to all supplier sites in China	<ul style="list-style-type: none">Expansion and enhancement of procurement measures from the viewpoint of CSR outside Japan (in China and transportation companies overseas)Launch of procurement from the viewpoint of CSR in VietnamLaunch of measures concerning the issue of conflict minerals	<ul style="list-style-type: none">Conducted seminars on environment/health and safety/labor management for suppliers (South China Region)Held CSR Sessions by key persons from production, procurement, and head office.



standards, they actively establish the plans for improvements or carry out their own risk assessment. In FY2015, the number of questions in the checklist was narrowed down to improve business efficiency, but we also included more questions on human rights and environmental conservation.

Meanwhile, we provided training to the persons responsible for procurement (buyers) at Fujifilm and the group companies within Japan and China on the importance of keeping a CSR perspective in procurement, based on our Procurement Policy that was revised in March 2015. We produced CSR Procurement Guidelines to encourage them to promote CSR activities, and clarified the self-check items for suppliers. These Guidelines were sent out to all ongoing suppliers of chemicals and major parts and equipment for our products, OEM manufacturers, and business partners of Group companies in China, and we held briefing sessions for these suppliers and business partners, seeking to increase their understanding.

In order to monitor CSR efforts by our business partners, we extracted the major items common to the global supply chain CSR initiative such as the UN Global Compact and EICC*2, and also included expert opinions from both within and outside the Group. We established a Fujifilm Supplier CSR Checklist that includes 58 selected questions. From FY2015 to FY2016, this checklist was deployed in one after another, to ensure that it was used by the business partners responsible for over 80% of the total procurement amount for each business division in the Fujifilm, and the Group companies within Japan and China.

These efforts were implemented by the persons responsible for CSR, including a staff member who has passed auditor training under ISO SA8000 relating to human rights and labor, to incorporate the expectations of the global society and requests from our customers.

Future Prospects

In FY2016, in addition to implementing the Fujifilm Supplier CSR Checklist, we will expand our CSR procurement activities to Europe and the U.S. We also plan to implement onsite inspections of Group production sites and business partners' factories, etc., to lead to further and more effective improvements.

*1 Group-wide checklist: A checklist of approx. 100 questions on general business management, adherence to laws and regulations, HR and labor management, health & safety, information security, purchasing, transport, accounting, R&D, manufacturing, sales, human rights and labor (child/forced labor, freedom of association, prohibition of discrimination, etc.), occupational health and safety, environmental preservation, and others (whistle-blowing system, etc.)

*2 EICC: Electronic Industry Citizenship Coalition and its code of conduct



Zero production line stop in 2015

caused by supplier CSR risks
(Fuji Xerox of Shenzhen Ltd.)

Fuji Xerox

Labor strikes and other problems are occurring with higher frequency at factories in southern China, where Fuji Xerox has its major production sites. To assess the state of operation at suppliers and to make improvements, Fuji Xerox has engaged in ethical procurement, placing priority on the southern China region. In FY2015, Fuji Xerox of Shenzhen accomplished "zero production line stops caused by CSR risks at suppliers."

Meanwhile, similar disputes related to the environment, human rights and labor broke out with greater frequency in eastern China and in Southeast Asia as well. For this reason, ethical procurement has grown in importance in these regions. Customers are also seeking greater improvement in CSR action at Fuji Xerox production sites.

For this reason, it was decided that the knowhow accumulated in CSR at our own production sites and ethical procurement at Fuji Xerox of Shenzhen will be applied in eastern China and Vietnam. To kick off the measure, person in charge of CSR promotion from headquarters and production and procurement assembled at the Shenzhen office for a CSR session. At the session, participants engaged in hands-on learning on how to identify and confirm problems, using the production lines at Fuji Xerox of Shenzhen as a workshop. Additionally, the participants confirmed that they would strengthen coordination between related persons at the production sites.

Future Prospects

CSR management at the production sites and ethical procurement will be strengthened in both eastern China and Vietnam. CSR management will be restructured for production sites at Fuji Xerox Hai Phong (Vietnam) and Fuji Xerox of Shanghai. Activities will be promoted to create a scheme under which suppliers in the two regions will be visited by expert staffers in the areas of the environment, personnel administration, etc., to assess supplier conditions and give support for improvement.



Start examination in response to conflict minerals

2010

Response to Conflict Minerals

The Fujifilm Group has declared that it will not use any minerals mined or refined by illegal practices, and does not take part, directly or indirectly, in supporting such activities. Further, it has clearly declared in the basic policy for procurement transactions that we are sincerely addressing the issue of conflict minerals.

Since 2010, Fujifilm has been providing an internal education program concerning conflict minerals. It also participates in the working group on Responsible Procurement of Minerals formed by JEITA*1 in 2011, and created internal guidelines to gather information concerning any conflict minerals in our supply chain using the CFSI*2 Conflict Minerals Reporting Template. We are working to gather such information and improve its accuracy in cooperation with our suppliers.

In FY2015, we held briefing sessions for our suppliers to raise awareness of the need to make efforts to avoid conflict minerals and ask for improvements in the accuracy of the procurement information provided to us.

In spite that Fuji Xerox is not registered with the U.S. Securities and Exchange Commission (SEC), it participates in the working group on Responsible Procurement of Minerals organized by JEITA in 2013, and conduct surveys on the origins of the minerals used for its products, in order to clarify the absence of any involvement of armed groups in its supply chain, as well as cooperating with the survey conducted by customer companies which are registered with SEC.

In FY2015 survey, the response rate to the questionnaire to our primary partners increased from the previous year to 97.3% and no involvement of any armed group was identified.

Future Prospects

In FY2016 Fujifilm is continuing to gather wider and more accurate information through regular briefings with suppliers and by providing support to individual companies.

Fuji Xerox will aim to maintain the response rate and accuracy of the survey in FY2016.

*1 Japan Electronics and Information Technology Industries Association (JEITA): This industry organization aims to foster the sound production, trade, and consumption of electronic devices and components, thereby contributing to economic development and cultural promotion in Japan.

*2 CFSI (Conflict-Free Sourcing Initiative): This international private sector organization supports companies in addressing the issue of conflict materials. The template for conflict materials reporting provided by CFSI is an investigation and information management tool for procurement of raw materials.

OPINION

Third-Party Opinion on "Enhance Value Chain Management from the Viewpoint of CSR"



Mr. Minoru Matsuzaki

- Member, Caux Round Table Japan
- Researcher, Social Design Lab., Rikkyo University

Profile

Served as CSR advisor at a business corporation before becoming a researcher. During his corporate career, he had been involved in the management of the MDGs committee of the Global Compact Network Japan (GC-NJ) and corporate-side manager for the NGO-Business Network meetings hosted by the Japan NGO Center for International Cooperation (JANIC). In 2012, the Nippon CSR Consortium was set up as the venue for businesses, NGOs and NPOs to converge and deliberate on various social issues, and he acts as the secretariat for its management.

Expectations for future activities based on the Guiding Principles on Business and Human Rights

Globalization of economic activities holds the potential to create negative aspects in the value chain. Society calls for companies to manage the full spectrum of their business activities. In the G7 Summit held in Schloss Elmau in Germany, a policy of "promoting responsible global supply chains" was advocated, and "the UN Guiding Principles on Business and Human Rights" was strongly supported.

I can see that the Fujifilm Group recognizes that enhancing value chain management from the viewpoint of CSR is a priority issue and is putting a PDCA cycle appropriately into practice, reflecting the distinctive characteristics of each business operation throughout the Group. And these activities are making steady progress each year. In FY2015, it is particularly noteworthy that the Group has introduced checklists at suppliers and briefing sessions for business partners and suppliers and has made solid progress in achieving zero production line stops in areas where labor risks are high.

Its corporate policy of strengthening its partnerships with suppliers and overcoming issues through collaboration is vital in solidifying sustainable business management.

I look forward to the review of the UN Guiding Principles on Business and Human Rights within the framework of Fujifilm's rules and code of conduct, in order to achieve further advances in and consolidation of these activities.

Response to the third-party opinion

We sincerely appreciate your high evaluation of one of our priority issues, which is to enhance value chain management from the viewpoint of CSR. We now operate our business across a broad range of industries. And we are working together with our suppliers to enhance our CSR activities across the entire value chain in all industries in order to meet the expectations of each industry and its customers, including the electronics industry where the demand for CSR procurement has been growing in recent years. In face of the rising expectations to address human rights issues in the supply chain that has been pointed out, we intend to take action on human rights and other social issues in cooperation with our suppliers, focusing particularly on raising awareness of the importance of CSR procurement within the Group, as well as dissemination and consolidation of these activities.

(CSR Group, Corporate Planning Division, FUJIFILM Holdings)



Outline of Activities in FY2015

● Biodiversity Conservation

..... Related Data and Information Environmental Aspects Page 65

Guidelines for Biodiversity <http://www.fujifilmholdings.com/en/sustainability/vision/creature.html>

Judge's Prize

Biodiversity Action Award Japan 2015 (Fuji Xerox)

Since its foundation, the Fujifilm Group has engaged in a wide range of environmental protection activities for the conservation and protection of biodiversity, based upon philosophy of “environmental consciousness and environmental protection are at the core of our corporate activities,” as we have needed lots of water and clean air to produce photographic films.

In June 2009, we clarified our guideline for cross-group efforts to biodiversity conservation and introduced the “Fujifilm Group Basic Concepts and Action Guidelines for Biodiversity Conservation” (hereafter, “Guidelines for Biodiversity”). In 2012, we reviewed our biodiversity approach under the four key elements of factories, products, social contribution, and communication, in order to implement biodiversity conservation activities linked with our businesses. Fujifilm and Fuji Xerox work on a number of biodiversity conservation activities related to their businesses respectively.

Fujifilm continues its evaluation based on the Rule for Design for Environment (DfE) from the viewpoint of biodiversity conservation, and promotes development of environmentally conscious products. In FY2015, we participated in the Taskforce Committee for the Nagoya Protocol on Access and Benefit Sharing for Genetic Resources (ABS) led by the Ministry of Economy, Trade and Industry in Japan, as we had in FY2014, to obtain the latest information on the progress with Japan's measures on working and trends in overseas legislation. At Fuji Xerox, where paper is an essential commodity, we refer to guidelines for biodiversity when procuring paper. We also held the Committee for Socially

Main activities for biodiversity conservation

- **Activities to conserve the water source at each factory**
- **Training courses for Nature Conservation Educators by the Nature Conservation Society**
Since FY 2001, more than 400 employees in total have attended at the training courses including co-sponsored ones by Fuji Xerox.
- **Support to the Monitoring Site 1000**
We have been providing sensor cameras used in surveying mammals.
- **Suiden-Otasuke-Tai**
Regional collaboration activities to preserve groundwater in Minami-Aso village. FUJIFILM Kyusyu has been participating in these activities since FY2010.
- **Cooperation with NPOs, etc.**
 - Approved Specified Nonprofit Corporation Network for Coexistence with Nature, etc.: “Kikigaki-Koshien”
 - Charitable Trust Fujifilm Green Fund, etc.: “Watashi-no-Shizenkansatsuro Competition”
 - Green Cross Japan: Kankyo Nikki, “Midori-no-Komichi,” etc.
- **Support to the Biodiversity Action Award Japan**
We have been providing digital camera for the prize winners as “Fujifilm Award” through the Japan Committee for UNDB (United Nations Decade on Biodiversity) that host the Award.

Responsible Paper Procurement annually again this year to reconfirm the system for providing paper that customers can use with peace of mind. In recognition of these efforts as a good example of procuring sustainable paper for biodiversity conservation, we were awarded the Judge's Prize in Biodiversity Action Awards Japan 2015.*

Future Prospects

We will continue our design for environment and various regional activities. In addition, we will construct a reliable measures for domestic procedures for the Nagoya Protocol in Japan and strengthen the management of paper procurement to our suppliers.

* Biodiversity Action Award Japan 2015: Hosted by Japan committee for the UN Decade on Biodiversity. Awarded for efforts contributing to the Five Actions of the MY Action Proclamation, it aims for active publicity on biodiversity and to make it the mainstream. Started in 2013.

▼ History of Biodiversity Conservation Measures

FF: Fujifilm FX: Fuji Xerox

2005 to 2008

Confirming level of own and others' awareness and sharing perspectives on the issue

- Conducting a questionnaire within the Group
- Holding study groups and dialogue with stakeholders, etc.

2009 to 2011

Formulation of the Fujifilm Group's policy on biodiversity conservation and launch of concrete measures

- Formulation and enactment of the Fujifilm Group's policy on biodiversity conservation
- Incorporation of “Biodiversity Conservation” into the Fujifilm Group's Design for Environment for all products (FF)
- Survey on land use for biodiversity conservation (FX)

2012 to 2013

Formulation of targets for the next level

- Reviewed and systematized entire activities linked with our businesses. (See page 65)
- Expanded procurement criteria for its paper supplier in an aim to conserve biodiversity (FX)

2014 to 2015

Reinforce measures based on the long-term target

- Constructing measures to the Nagoya Protocol (FF)
*Participated in Taskforce Committee led by the Ministry of Economy, Trade, and Industry in Japan
- Implementation of paper procurement by the Committee for Socially Responsible Paper Procurement (FX)

Priority Issue 1

Reinforcing Risk Management for Safety of Employees Overseas

Manual created for overseas safety risk management and responses

As the Fujifilm Group's business operates on a worldwide basis, many of our employees visit overseas offices or live in foreign countries on business. Therefore, it is increasingly important to ensure the safety of such employees from a variety of risks, including diseases, natural disasters, political instability, and terrorist attacks.

As a part of such overseas risk management, the Fujifilm Group is well-prepared for handling unexpected incidents by having a clear chain of command and line of contact for both normal and emergency situations throughout the HR Department, the Compliance and Risk Management (CP&RM) Department, and with local companies. When particular risks are anticipated based on news media and information arriving from the Ministry of Foreign Affairs and embassies, we promptly submit appropriate alert notices to our employees.

In 2015, the HR Department and the CP&RM Department developed our Overseas Risk Management Policy. Also, the risk management-related information included in the Business Trip and Overseas Assignment Manual has been compiled into a separate booklet, the Overseas Safety Management Action Manual, which has been distributed to all employees being assigned overseas and their family members, and also to business travelers. The booklet explains the importance of adopting a “self-defense” attitude and encourages employees to make their own decisions to protect themselves from risks. The manual also explains concrete responses they should follow against different types of risks.

The Fujifilm Group continues to promote risk management among employees through enhancing safety manuals and conducting drills.



More than 1,000 employees in total attended and gave very positive feedback

Priority Issue 2

Supporting Diverse Ways of Working

Holding the “Care and Work Balance Support Seminar” by a Specialist

Since 2007, Japan has become the super-aging society in which the ratio of the population aged 65 and above exceeds 21%. We recognize that it is an important issue for a corporation to support its employees' working styles to create time for nursing care. Fujifilm submitted a “Questionnaire on Nursing Care” to employees and results from the survey revealed that many employees will potentially need to care for their family members in the near future and this possibility make them concern balancing their care and work.

Based on these findings, we invited a specialist to hold a Care and Work Balance Support Seminar in every Fujifilm business site in order to promote understanding of our support systems—beyond the industry's usual welfare standards—and the specific methods to utilize them in appropriate situations. A total of more than 1,000 employees attended the series of seminars and deepened their understanding of the actual problems that they may encounter in providing nursing care, such as care costs and how to choose a care manager, and the way to balance their work using the company's support systems.

Fujifilm continues to enhance such support systems and raise awareness among employees so that no more employees choose to leave their jobs due to their nursing care.

Priority Issue 2

Career Advancement for Women

A Program to Enable Accompanying a Spouse's Transfer to Expand Opportunities for Continuing One's Career

Enhancing the human resource (HR) program and training to reinforce a corporation's competitiveness continues to be an urgent matter. In order to develop human resources who can lead company transformation, and to appoint the right staff to the right positions, it is necessary to visualize existing human resources and enable flexible appointments by standardizing assessment systems, training programs, labor rules, and HR databases throughout the group companies. In April 2016, Fuji Xerox integrated the HR/training programs and HR information systems for 23,000 employees in affiliates and sales companies in Japan. Through this integration, Fuji Xerox intends to increase the flexibility of human resource utilization beyond the borders of individual companies aiming to enhance the opportunities and places for employees to exert their talents, and in turn creating a more empowering corporate culture. Such HR database integration would also standardize HR processes and reduce HR costs.

At the same time, Fuji Xerox introduced the Program for Accompanying a Spouse's Transfer as part of its initiative to advance employees' careers. The program provides an opportunity for employees

to work in any Fuji Xerox office—including those overseas—to continue their career in the case that their spouses are transferred to another location. Fuji Xerox already has a program for employees to return to their work within a certain period after leaving a job due to reasons such as accompanying a spouse's transfer; however, a career break, even if it is temporary, could reduce the motivation to work. When a Fuji Xerox employee applies for this new program to continue his/her work in the location to which his/her spouse transferred, the company assesses if there is a position that can accept the applicant in the area. If no appropriate position is found, Fuji Xerox will extend its search for possible positions within Fuji Xerox's affiliates. Further, the applicant can take a leave in the event that no alternate position is found either within Fuji Xerox or its affiliates.

Fuji Xerox continues to promote a corporate culture and systems that motivate and empower individual employees to achieve their potential.

* Job Leave program: Limited to Fuji Xerox and a number of domestic affiliated companies.



Many staff members participated in FUJIFILM Fit

Priority
Issue
1

Promoting Health Activities among Employees

Fitness programs reduce work accident compensation fees

Musculoskeletal disorders (MSDs) are common workplace-related injuries, in which people experience chronic musculoskeletal pain in the back, lower back, and arms, regardless of their industry or type of work, presenting issues for occupational health and safety in the U.S. and Europe. In Fujifilm Group companies in the U.S., injuries derived from MSDs increase as the production line workers become older. Also, the recovery period of those suffering injuries becomes longer, resulting in direct and indirect costs for the companies.

As a part of the countermeasures for this issue, FUJIFILM Holdings America Corporation (HLUS) and FUJIFILM Manufacturing U.S.A., Inc. (FA) have introduced health and safety programs called "FUJIFILM Fit" and "FUJIFILM ErgoFit." The programs consist of various activities to reduce MSDs, including an exercise promotion campaign that encourages participation in group exercises, stretching, and other brief during-work exercises, as well as an improvement plan for the work environment and work-related processes. These programs successfully eliminated injuries caused by MSDs in FY2015, producing a significant result of zero workplace accident costs. The programs also encouraged employees to continue their healthy habits in their private lives.

These programs are now in place in other group companies, and we plan to further expand and permeate good health practices across even more workplaces.

Priority
Issue
3

Integrated Management of Procurement Information

Supporting prompt management decision-making by linking to the procurement BCP system

Fuji Xerox launched operation of a new system that enables unified management of procurement-related information on a global scale. It consists of enhanced Electronic Data Interchange (EDI)* functions for e-commerce with major suppliers and its Procurement Business Continuity Plan (BCP) system. The number of document types handled in the system has been increased in the enhanced EDI system. The new system also supports a progress management function that handles various inquiries and responses between Fuji Xerox and its suppliers. Such inquiries and responses can be viewed by procurement managers and related staff members in Fuji Xerox, under appropriate access controls. This enables full organizational management of procurement information, improving administrative integration and efficiency not only in Fuji Xerox procurement departments but also for its suppliers.

The procurement BCP system was built by linking various databases that support the creation and execution of BCPs, commencing operations in 2012. This system has significantly reduced the time spent on managing risk issues. Connecting the EDI and the procurement BCP systems enables integrated management of all the procurement information held in different production sites in a timely manner. Further, linking the EDI system with the databases under the BCP system would improve procurement work efficiency and enhance responsiveness in the event of an emergency or disaster.

* EDI (Electronic Data Interchange): Exchanging order forms, invoices, and other trading information in electronic format between the computers of companies and related organizations over a network.

Priority
Issue
3

Better Product Quality together with Business Partners

Supporting improvements in the production environment

To continue to be able to offer products with high reliability, close collaboration with business partners is indispensable. As a part of value chain management, FUJIFILM Imaging Systems (Suzhou) Co., Ltd. and FUJIFILM (China) Investment Co., Ltd. have together started a work process improvement activity to assist their business partners in China to realize a stable supply of high quality medical equipment. We continuously access to partners' production line to revise the production processes, create procedural manuals, and offer advice. This close collaboration with business partners helps to create an environment that ensures the supply of safe products with stable quality, enabling us to construct value chains that can win our customers' trust.

Before the program



After the program



The number of failures has significantly decreased through revision of work processes, etc.

Priority
Issue
1

Business Continuity Plan in Emergency Situations

The plan helped early recovery of FUJIFILM Kyushu after the Kumamoto Earthquake

The major earthquake that hit Kumamoto Prefecture, Kyushu, on April 16, 2016, caused significant damage to the production line at FUJIFILM Kyushu (FFQ), located in Kikuyo-cho. FUJITAC, Fujifilm's polarizer protective film used in LCDs, boasts a 70% share of the world market, and more than 40% of this film is produced in FFQ. A breakdown at FFQ could have serious consequences for the world's LCD production, and therefore an immediate assessment of plant damage and the possibilities for business continuity were needed following the earthquake.

Fujifilm had already reinforced its disaster countermeasures after the Great East Japan Earthquake in 2011. All of our group companies collaborated in organizing a disaster recovery system and have continued to improve it, while conducting regular emergency drills. Our BCP specifies the formation of an Emergency Management Team (EMT) in the event of a major disaster. The EMT comprises various departments, which gather general disaster information and specific information on damage within the Fujifilm Group, in order to take appropriate responsive actions. In the case of the Kumamoto Earthquake, the EMT was formed within four minutes of the occurrence of the preliminary earthquake on April 14. The team immediately started checking the safety of FFQ employees and gathering damage information utilizing the systems for initial response or the safety checks of employees. The first disaster report to management was made within 30 minutes.

Following the preliminary earthquake on April 14, FFQ stopped all production lines and started a line check in order to restart them by the 16th. However, the major earthquake then occurred in the early hours of the morning of the 16th, severely damaging the production lines. To recover the lines as soon as possible, a request was submitted to a specialist company to assess the factory's structural soundness by 6 o'clock in the morning, and their diagnoses were completed by that evening. Production line experts from other Fujifilm Group's factories arrived in Kyushu on that same day and started further line inspections and recovery work from the following day. From the 16th, (then) President Nakajima led the emergency management headquarters, and the President, relevant executives, managers, EMT members, and FFQ staff members held a video conference each morning to share information and discuss response measures.

The Fujifilm Group stores emergency supplies in Osaka, Toyama, Minami-Ashigara, and Omiya, and the first goods had been dispatched from Osaka on April 15, arriving at FFQ on the following day. FFQ had already prepared itself with information equipment that could be used as a support for the Tokyo Headquarters' EMT. This was intended as a countermeasure to a disaster



The FFQ's emergency management headquarter took control using the emergency warehouse while the factory building had yet to be declared safe.



Emergency goods stocked or newly purchased to be supplied to FFQ in the Group started arriving from the 16th.



Some 200 workers, including builders and Fujifilm employees, were dispatched to FFQ. Securing their transportation and hotels was another major task.



(Then) President Nakajima visited Kumamoto on April 28 to encourage employees working on the recovery.



Products and Services Which Reflect Our Customers' Views



Renovated ASTALIFT Roppongi Store offering counseling with customers

Basic Approach

As we declare in our corporate philosophy, the Fujifilm Group aims to provide the best quality products and services which are safe, appealing to customers and provide them with peace of mind, by basing our management on "Customer Satisfaction (CS)." In order to achieve customer satisfaction, it is important to obtain the views of a wide range of customers and to have a mechanism in place for effectively reflecting these in our products and services. For this purpose, we pay special attention to communicating with our customers at customer centers which are our point of contact with them. We aim to correctly grasp their views, as well as seek to respond in a speedy, kind, accurate and fair manner, and we are constructing a system to link these views to improvements in product development and our work processes.

Outline of Activities in FY2015

Efforts to Raise Customer Satisfaction (CS)



1,200

Number of responses to the FY2015 Customer Satisfaction Survey (Fujifilm)



Highest for the six consecutive years

Color Copier Customer Satisfaction StudySM and Color Printer Customer Satisfaction StudySM <Fuji Xerox>

*J.D. Power Asia Pacific Japan Color Copier Customer Satisfaction StudySM and Japan Color Printer Customer Satisfaction StudySM

Fujifilm

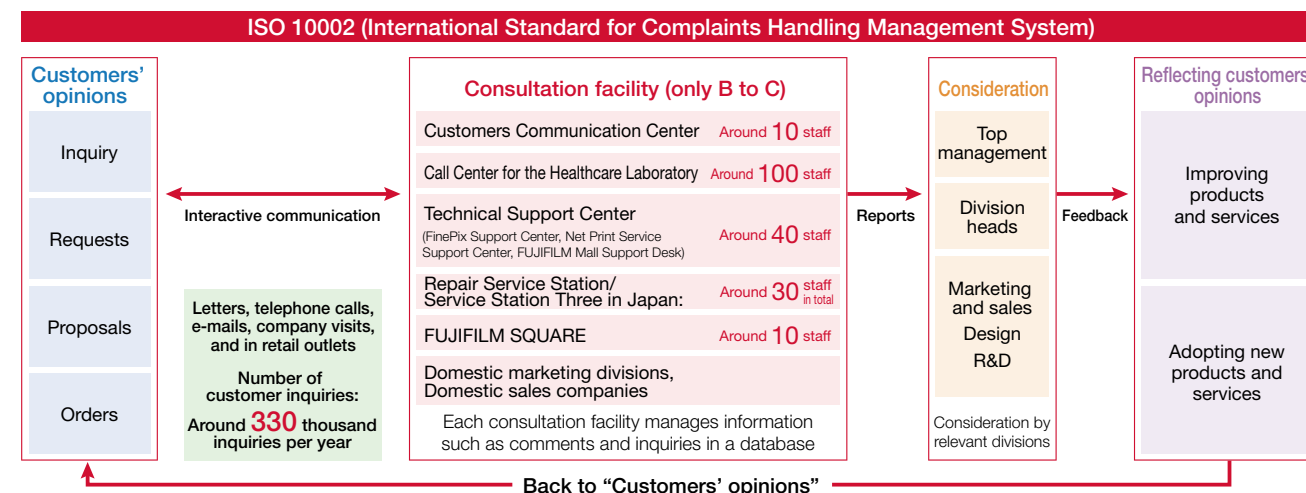
Since Fujifilm deploys its businesses in a wide range of fields, it has a wide variety of customers, from companies and hospitals to regular consumers, and it responds to their views according to the special characteristics of each product respectively. Each customer center reports our customer's proposals and requests related to products to the relevant departments (sales, marketing, design, development, research, etc.) to improve our products and services and support the development of new products.

Throughout the year, we conduct CS surveys targeting customers who submitted inquiries to the Customers Communication Center, Net Print Service Support Center and FinePix Support Center. In FY2015, we received about 1,200 replies, which we utilized to improve and develop our products and services. Also, the separate customer inquiry management systems at each office were integrated so that we can manage and utilize all customer opinions. Artificial intelligence (AI) has been introduced for real-time ranking of FAQs based on the latest trends in customer inquiries. The system has enabled us to provide information with accuracy and on a timely basis, hence achieving greater customer satisfaction.

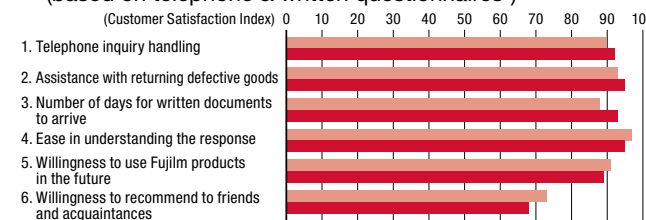
Fuji Xerox

At Fuji Xerox, we believe that customer satisfaction (CS) is fundamental to all our corporate activities. It is important to know the demands and expectations of customers in order to enhance customer satisfaction. We put importance on interactive communication with the customer, and a basis to raising customer satisfaction is accepting the opinions from the customer provided through the following sources and engaging in continual improvements: (1) the integrated customer support center (the main contact point for customers); (2) the Voice of Customer (VOC) collection system; (3) official website; (4) various market researches; and (5) the CS programs to make improvements based on the CS survey results. The gathered customer opinions and findings of the CS surveys are fed back not only to the customer sales divisions and product maintenance divisions which contact directly with the customers but also to the development division for new product development. In the customer satisfaction survey of customers who made inquiries to the General Customer Support Center, roughly 98% of the respondents rated the service either "satisfactory" or "very satisfactory" in FY2015. CS rating was also high in the CS surveys conducted by external organizations in FY2015.

System for Responding to Customers (FUJIFILM Corporation and its domestic affiliates)

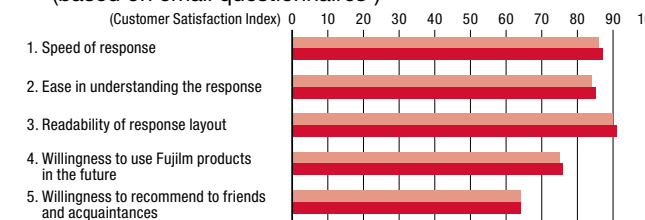


Customer Satisfaction Questionnaire Survey Results (based on telephone & written questionnaires*)



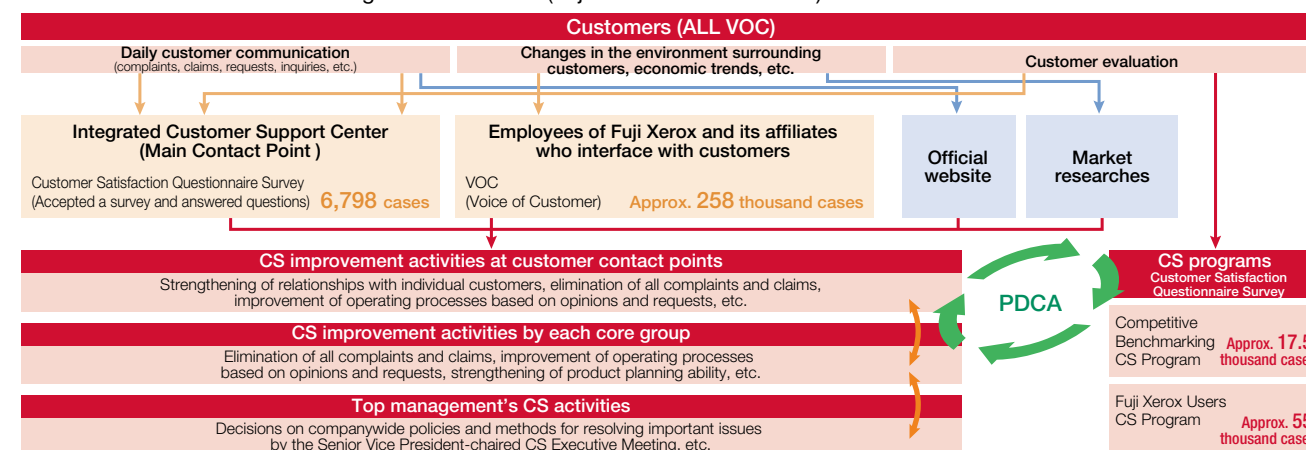
* Customer Communication Center
* Please refer to website for details on the method used to calculate customer satisfaction, etc.

Customer Satisfaction Questionnaire Survey Results (based on email questionnaires*)

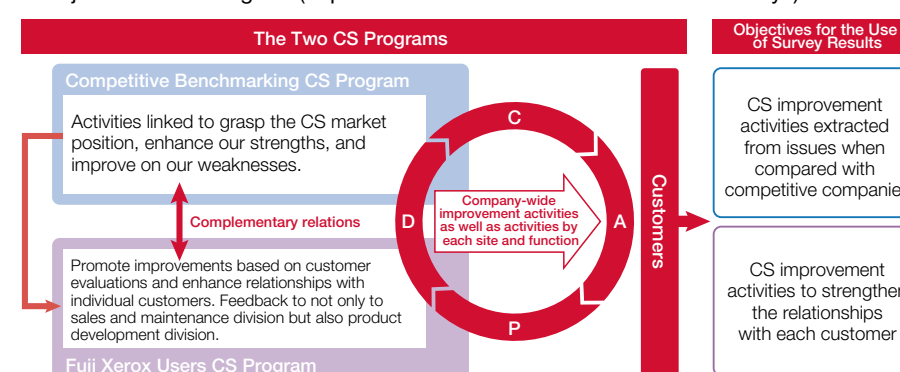


* Total for Customer Communication Center, Net Print Service Support Center & FinePix Support Center
* Please refer to website for details on the method of calculating customer satisfaction, etc.

Mechanisms for Communicating with Customers (Fuji Xerox and its affiliates)



Fuji Xerox's CS Program (Improvement activities based on the CS surveys)



FY2015 External Appraisals (Fuji Xerox)





Outline of Activities in FY2015

● Manufacturing Which Responds to the Needs to a Wide Variety of Customers

Fujifilm

In order to provide easier products to the customers, the Usability Design Group which is responsible for product design has been assessing products based on their usability, from the perspective of “ease of use” since 2001. As well as selecting multiple assessments by users based on consideration of the target and intended usage, etc. of the product, this group also conducts verification, etc. in the workplace of use. In cases of products which we plan to deploy globally, we conduct verification by country based on the differences in culture and environment, etc. and use the results of this analysis in product design. In FY2015 too, we conducted usability evaluation centered on medical systems, such as X-ray diagnostic imaging systems, etc. We intend to continue to pursue “ease-of-use” for customers and are proceeding with product development.

Fuji Xerox

For us, “accessibility” refers to putting something that cannot be used in a state so that it can be used, while “usability” refers to making a part that is difficult to use more usable. We think of expanding the target customers to enable “user diversity” as being “universal design,” and we are currently developing products that aim to enable “anyone and everyone to use them by themselves.” For example, when copying, it is important that a customer can conduct a series of operations such as authentication, setting the manuscript to be copied, selecting functions, output, and replacement of paper. If someone is unable to do even just one of these, they will have to give up or ask someone else for help. In developing our products, we have collected information from listening to and visiting customers, etc. We design, develop and conduct evaluations in operability testing of products based on various internal guidelines that reflect or are in collaboration with JIS or the ISO, and enabling designers to experience for themselves simulations of operating a product from a wheelchair or with poor eyesight.



Social Contribution Activities

Employees in China, the U.S., and other countries support Pink Ribbon



Basic Approach

The Fujifilm Group is committed sincerely to contributing to the sustainable development of society in aspects of working together with local communities as a good corporate citizen and responding sincerely to the demands and expectations of those communities. In 2008 we formulated the Fujifilm Group Social Contribution Policy, based on which we are conducting activities focusing on the fields of research and education, culture, arts and sports, health and environmental conservation through cooperation and collaboration with NGOs/NPOs, local communities and others and in active support of volunteer activities conducted by employees.

Fujifilm Group Social Contribution Policy <http://www.fujifilmholdings.com/en/sustainability/vision/society.html>

Outline of Activities in FY2015



Approx.

11 hundred million yen

Cost for social contribution activities*

* Cost for future generations, communities, international communities, and NPOs and NGOs (million yen)

Education for future generations	12
Harmony with the local community	94
Promote culture and the arts in society (in Japan)	902
Consideration for the international community and international cultures	103
Cooperation with NGOs and NPOs	17
Total	1,128

of sensor digital cameras. In other countries, the project to supply teaching materials that Fuji Xerox started with businesses and NGOs in the Philippines was expanded into Myanmar and Thailand. The company is also engaged in tree-planting and energy conservation activities involving China's entire printing industry. In support of recovery from the Great East Japan Earthquake, we reexamined our support activities over the past five years (See page 55). We will continue to move forward with our social contribution activities that aid in the resolution of social issues, taking advantage of our mainstream business activities and paying attention to communication and partnerships with our stakeholders.

The Fujifilm Group contributes to society through its business operations while interacting proactively with local communities as a corporate citizen, thereby contributing to the sustainable development of society. In addition to distinctive activities utilizing the unique characteristics of the Group, such as creation of archives of cultural assets and artistic works (record storage), providing medical devices in disaster site and emerging nations, education aid in emerging nations, restoration of historical manuscripts and production support in publishing of large-font textbooks, we continuously implemented various activities in an environmental and other education assistance and in promoting coexistence with local communities. Workshops for children and the Pink Ribbon Movement are spreading all over the world.

In FY2015, FUJIFILM Holdings received a letter of appreciation from the Biodiversity Center of Japan, the Ministry of the Environment, and from the Nature Conservation Society of Japan for contributing high-sensitivity negative film for the mammal surveys conducted from 2007 to 2014, covering some 1,000 monitoring sites nationwide, as well as consulting on the development of the next generation

▼ Social Contribution Activities Continued by the Fujifilm Group

Social contribution through business operations	● Connecting Photo Project (Fujifilm)
	● Creating digital archives of cultural assets (Fujifilm)
	● The Heart to Heart Communication —“PHOTO IS” 30,000—Person Photo Exhibition (Fujifilm)
	● Album Café (Fujifilm)
	● Restoring Ancient Manuscripts (Fuji Xerox)
Support for the education of the future generation	● Pink Ribbon Campaign (Fujifilm)
	● Photo class for young people (Fujifilm)
	● Support for the publication of large-font textbooks (Fuji Xerox)
	● Support for the education in emerging countries (Fuji Xerox)
Environmental conservation and biodiversity conservation	● Fuji Xerox Co., Ltd. Setsutaro Kobayashi Memorial Fund (Fuji Xerox)
	● Fuji Xerox Print Collection (Fuji Xerox)
	● Special Olympics (Fuji Xerox)
	● Kikigaki-Koshien (Fujifilm)
	● Kankyo-Nikki, “Midori-no-Komichi” (Fujifilm)
	● “Kids’ ISO 14000” program (Fuji Xerox)
	● Charitable Trust Fujifilm Green Fund (Fujifilm)
	● Suiden-Otasuke-Tai (Fujifilm)
	● Volunteer tree planting activity in China (Fujifilm’s labor union)
	● Training sessions for nature guides (Fuji Xerox)

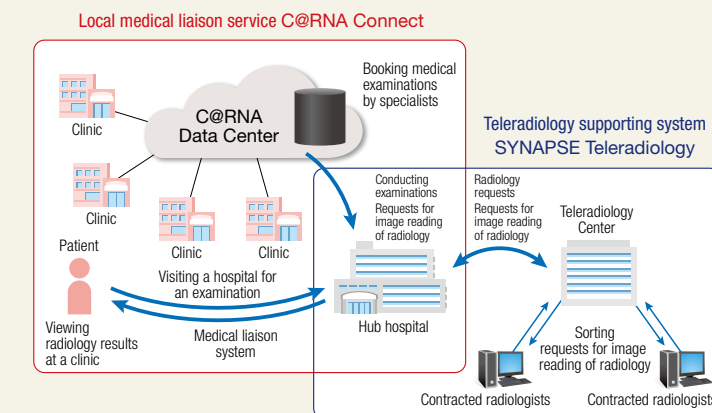
Digital Inclusion—Aiming to create a society with lessened gaps by utilizing ICT

With the dissemination of ICT and its establishment of the infrastructure that supports our everyday living, the concept of “digital inclusion,” aimed at creating a society in which everyone can benefit from ICT, is drawing attention. The Fujifilm Group offers new systems and services based on ICT to eliminate the divide for as many people as possible, and to create an environment that offers them access to a wide range of services.

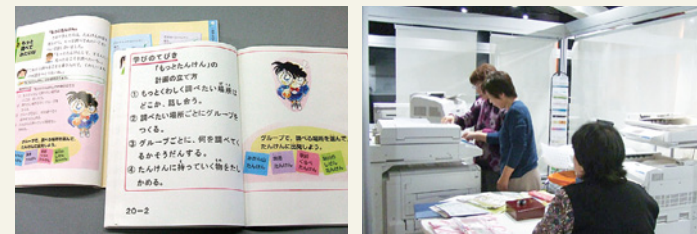
Fujifilm is working on building a local medical liaison service connecting medical clinics, major hospitals and specialized hospitals at the regional level. By building a mechanism that offers access to quality medical services regardless of where a person lives, it leads to the establishment of medical services without a regional divide. Fuji Xerox is also supporting the voluntary production of large-font textbooks* for children and students with poor eyesight. By the enactment of the so-called “barrier-free textbook law,” textbook publishers can produce large-font textbooks using digital data. Our supports for such printing processes contribute to diminish the educational gap for children with visual disabilities impairments.

Through our business activities, the Fujifilm Group will continue to support the realization of the society where a large number of people can access to services without gaps.

* Large-font textbook: Texts and illustrations are enlarged using color copy machines to make textbooks for children and students with reduced eyesight.



Providing seamless coordination of medical care connecting medical clinics, regional hub hospitals and Teleradiology Center. Regional hub hospitals (medical examination facility) and Teleradiology Centers are connected online to support community medical care which often lacks of advance medical facilities and specialists by assistance of the examinations.



In 1994, the support for producing large-font textbooks began with providing color multifunctional devices/printers to volunteers engaged in the production activities without charge. Activities are underway not only in Japan but also with various partners in China and Thailand, etc. Since 2009, we have accepted a commissioned research project on providing digital data for textbooks from the Ministry of Education. We are now implementing various activities to disseminate large-font textbooks utilizing digital data through operation of “designated data management organization,” and by providing training workshops. (Photo: Large-font textbooks and volunteer staffs engaged in making them)



Other CSR Activities

U.K.
[Health]

Offering a quick and easy operation analyzer to a hospital ship, Africa Mercy

Mercy Ships is a U.K. based charity organization that delivers medical services to developing countries by dispatching their own hospital ships. In response to the organization's request, FUJIFILM UK Ltd. offered FUJI DRI-CHEM NX500, a biochemical analyzer, to realize quick and easy virus analysis aboard their ship, the Africa Mercy. This compact and reliable analyzer can contribute to a range of medical services, even in areas with poor social infrastructures.

Republic of Malawi
[Health]

Delivering safe water and sanitary services to deprived areas jointly with an international NGO

From 2012, FUJIFILM Europe GmbH has been supporting WaterAid, an NGO that provides clean water, and sanitation and hygiene services to deprived area throughout the world, by donating some of the profits made from eco-friendly printing products. In 2015, we visited Malawi in Africa with WaterAid members to gain a better understanding of their activities.

China
[Environmental Conservation]

Tree planting activity in China now involves the printing industry

Since 1998, the Fujifilm Labor Union has been undertaking greening activities in the Horqin Desert of the Inner Mongolia Autonomous Region of China. Employees of Fujifilm (China) Investment Co., Ltd., along with those from affiliated companies and sales agencies in China, joined the activity in 2006 and a total of 441 people have participated in the activity to 2015.

In 2015, Fujifilm (China) Investment, the Printing Technology Association of China, and China Print Magazine, together started the Tree Planting Activities by the Industrial Collaboration of Green Printing. We aim to spread tree planting activities and green printing within the Chinese printing industry.

China
[Research and Education]

The program to support children living apart from the employees

In China, the children who live in poor rural villages apart from their parents working in industrial areas are a becoming social concern. To contribute to resolve this social issue, Fuji Xerox Shenzhen conducted a questionnaire for employees who have to leave their children in their home villages. As a result, the company started a donation program, in which volunteers donate the fraction amounts of their monthly wages directly from their salary account to support such children to grow up in a healthy manner—both mentally and physically. Approximately 2,500 employees (40% of all employees) registered as volunteers.

Vietnam
[Research and Education]

Collaboration with an NGO and Japanese companies helps improve educational conditions for children in a deprived area

Together with a local NGO, Fuji Xerox Vietnam renovated "B" Nhon Hoi primary school located in a poor district in the southern province of An Giang, where children had to study in difficult conditions in a deteriorated building. In the ceremony for the renovated building, each child was given a school pack containing stationery, such as a notebook, pencils, as well as a snack and drink, which were donated by seven companies including Japanese one operating in Vietnam in the support. This became FX Vietnam's first collaborative CSR activity with other companies and an NGO.

Taiwan
[Health]

Help for explosion sufferers using a regenerative medicines

Japan Tissue Engineering Co., Ltd. has donated autologous cultured epidermis, "JACE," to local medical institutions treating victims of a dust explosion at Formosa Fun Coast in Taiwan that occurred in June 2015. In accordance with a request from the Taiwan Food and Drug Administration, JACE culturing was undertaken and five patients received grafts of JACE under close collaboration between medical organizations in Taiwan and Japan. This was the first time in which international support by a Japanese company has provided a regenerative medicine.

Letter of Appreciation
from Taiwan governmentJapan
[Culture, Arts, and Sports]

Restoring and replicating ancient documents to pass down our cultural inheritance

Since 2008, Fuji Xerox has been offering a service to restore and exactly replicate original ancient documents, which have the concerns on degradation, utilizing its multifunction devices and its own technologies. The replicas are offered to the owners of the original documents to be displayed or utilized instead of the originals. In FY2015, the company offered some 30 replicas comprising the Toji Hyakugo Monjo, a series of ancient public documents archived over centuries in Toji Temple and registered as an article of the UNESCO Memory of the World Register, and documents archived in the Maizuru Repatriation Memorial Museum.

Thailand
[Research and Education]

Educational material supply to support the correction of the education gap

In 2014, Fuji Xerox started an educational material supply program aimed at supporting the correction of the education gap for children in emerging nations in the Asia Pacific region. Teaching materials were provided in Myanmar in June and Thailand in August in 2015, and a total of 3,000 copies of educational materials have been supplied through this program. Support is expected to continue for 100,000 schoolchildren to their education by 2023.

U.S.A. and Canada
[Health]

Joined National Wear Red Day to promote women's heart disease prevention

The death rate from heart diseases among women is high in the U.S. The National Wear Red Day is an event to promote heart disease awareness and medical check-ups among women by wearing something red. Employees in 28 Fujifilm Group affiliated companies in North America gave donations, as well as participating in other donation programs and events wearing red clothes.

Japan
[Environmental Conservation]

Winning a Gold Certificate in the Kumamoto Ground Water Conservation Awards

FUJIFILM Kyushu received the Gold Certificate in the Ground Water Conservation Awards 2014 from Kumamoto Ground Water Foundation, and attended the awarding ceremony in August 2015. The award was presented in recognition of FUJIFILM Kyushu's well-considered activities in ground water conservation—such as ground water recycling, rain water management, water-saving activities, communications with local people, factory tours, employee education, and promoting local consumption.



Activities to Support Recovery from the Great East Japan Earthquake

FUJIFILM Holdings, FUJIFILM, and Fuji Xerox together held the Marche for Disaster Recovery in their head office in Tokyo Midtown, presenting and selling local merchandise from the disaster areas. The Marche is being expanded to other business offices as a support event in which employees can easily participate.

In addition, a meeting was held to share information on recovery support activities conducted in the last five years, such as social issue solution programs held under the Tono Mirai Zukuri College (see page 18) organized by the Innovative Revitalization Office, Sales Planning, Fuji Xerox. Various discussions took place concerning the future of the area. We plan to establish Mirai Zukuri Colleges similar to that in Tono, that will also function as logistical support bases for use in emergencies, in Minami Ashigara, Kanagawa Prefecture and in Shiraoi, Hokkaido.



Support for Kumamoto earthquake sufferers

FUJIFILM Holdings, FUJIFILM, and Fuji Xerox jointly sent a donation, along with water, food, and daily goods. We also provided the following support.

- **Charity funds by employees**
Charity fund drives were organized at Fujifilm Group companies, in cooperation with some labor unions. Collected funds are donated to Kumamoto Prefecture, etc.
- **Provision of waterproof sheeting**
Waterproof sheeting stored for emergency facility protection in each business site were donated to some stricken counties.
- **Lending analyzers and diagnostic equipment without charge**
Providing analyzers and diagnostic equipment to help diagnose deep vein thrombosis and to cover system failures by water outage.
- **Lending multifunction devices without charge**
- **Donation from online shop points**
Fuji Xerox InterField operates e-Qix, an online store of office supplies for corporate members. The company utilized the points generated by customers' purchases as a means of donation, giving 50 yen per 100 points through Fuji Xerox.

Corporate Governance

Adapting to the Corporate Governance Code

The Company has taken steps to respond to the Corporate Governance Code enacted in June 2015. In October 2015, the Company broadly defined its basic approach to corporate governance and formulated the FUJIFILM Holdings Corporation Corporate Governance Guidelines with the goal of maintaining accountability to stakeholders.

In the Guidelines, the company discloses some items

Corporate Governance Structure

FUJIFILM Holdings has positioned the board of directors as the organization for determining basic Group management policies and strategies and other important matters relating to business execution, as well as supervising the implementation of business affairs. The company's Articles of Incorporation stipulate that the board can consist of up to 12 directors. Currently, the board has 12 directors, including two outside directors. To better clarify their missions and responsibilities, the directors have a one-year term of office. The attendance of outside directors to the board of directors meetings held during the term ended March 2016 was 89% (nine meetings in total). Additionally, FUJIFILM Holdings has adopted an executive officer system to facilitate speedier business execution. The Company currently has 12 executive officers, including six concurrently serving as Board members. The executive officers

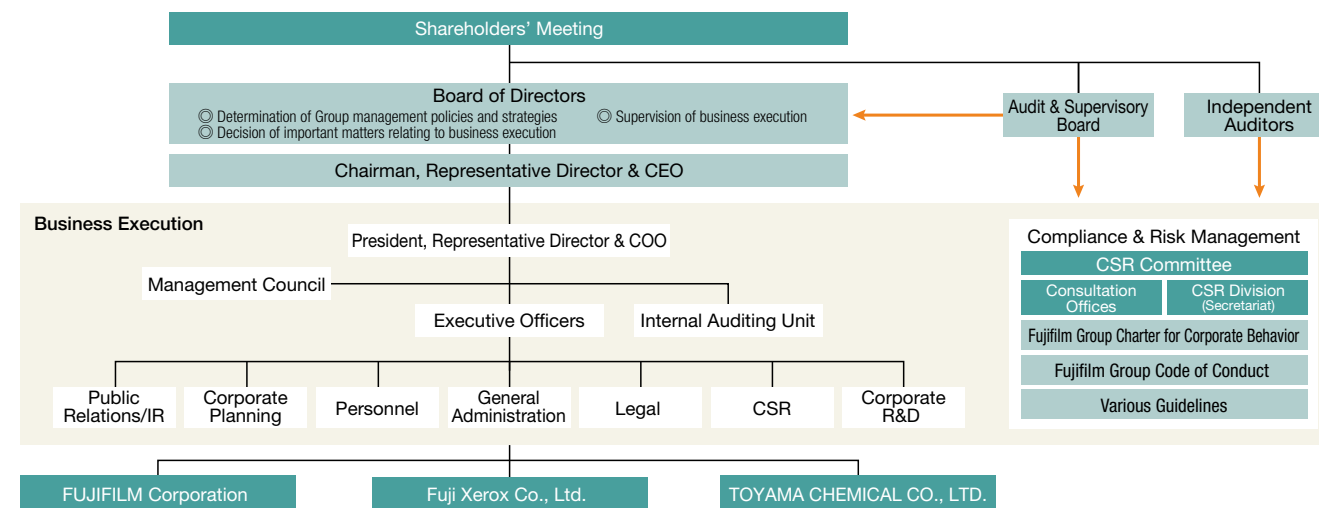
such as evaluation of the effectiveness of the Board of Directors, selection criteria for Director Candidates and Audit & Supervisory Board Member Candidates, criteria for independence of Outside Directors and Outside Audit and Supervisory Board Members, and policy on training of Directors and Audit & Supervisory Board Members.

have a one-year term of office, the same as the Company's Directors. The Company discloses the number of individuals to whom remuneration is paid and the total amount of remuneration by Directors as well as Audit and Supervisory Board members. Meanwhile, we have adopted a remuneration system under the stock option program to make its directors and executive officers, excluding outside directors, share a mutual interest—the effect of stock price fluctuations—with its shareholders. In this way, the directors and executive officers are in actual fact encouraged to have stronger drive and morale toward achieving higher corporate value.

For further details of the Corporate Governance Guidelines and the Corporate Governance, please refer to

<http://www.fujifilmholdings.com/en/about/governance/index.html>

▼ Corporate Governance Structure



Audit

FUJIFILM Holdings has adopted a system of Audit & Supervisory Board, which currently consists of four members, including two outside members. Each Audit & Supervisory Board member attends the board of directors, while full-time members attend all Management Council meetings in order to assess our overall business operations.

The attendance of outside auditors to the board of directors meetings held during the term ended March 2016 was 100% (nine meetings in total). Also, the attendance

of outside auditors to the Audit & Supervisory Board meetings held during the term ended March 2016 was 100% (11 meetings in total). In addition, FUJIFILM Holdings has the Internal Audit Division with a staff of eight, which is independent of the business execution divisions. The division is responsible for auditing the Group companies, in cooperation with or sharing tasks with the internal audit divisions of such companies, in order to assess and verify that the execution of these processes is fair and valid.

CSR Management

The Fujifilm Group's CSR Promotion System and Related Policies

We established our Approach to CSR in 2006 in view of the importance of CSR in achieving sustainable growth in an age of tumultuous changes in the business environment, and of its value not only to top management but to each and every employee. Subsequently, seven policy statements (the Green Policy, Social Contribution Policy, Guidelines for Biodiversity, Procurement Policy, Quality Policy, Occupational Health and Safety Policy and Global Security Trade Control Policy) have been established and implemented.

The Fujifilm Group established the CSR Committee chaired by the President of FUJIFILM Holdings. The Committee takes decisions to promote the CSR activities of the entire Group. The CSR Department of FUJIFILM Holdings,

which is the Secretariat of the CSR Committee, is responsible ensuring rigorous CSR management by the Fujifilm Group. The CSR Department prepares the ground for various activities, discloses information outside, communicates with stakeholders, supports the CSR activities of Group companies, and audits the CSR activities of the entire Group.

The CSR department in each Group company prepares and implements specified plans according to the overall Group CSR plan. It reviews the annual results and reports on activities to the FUJIFILM Holdings CSR Committee. The Group as a whole moves our CSR activities forward with a sense of unity.

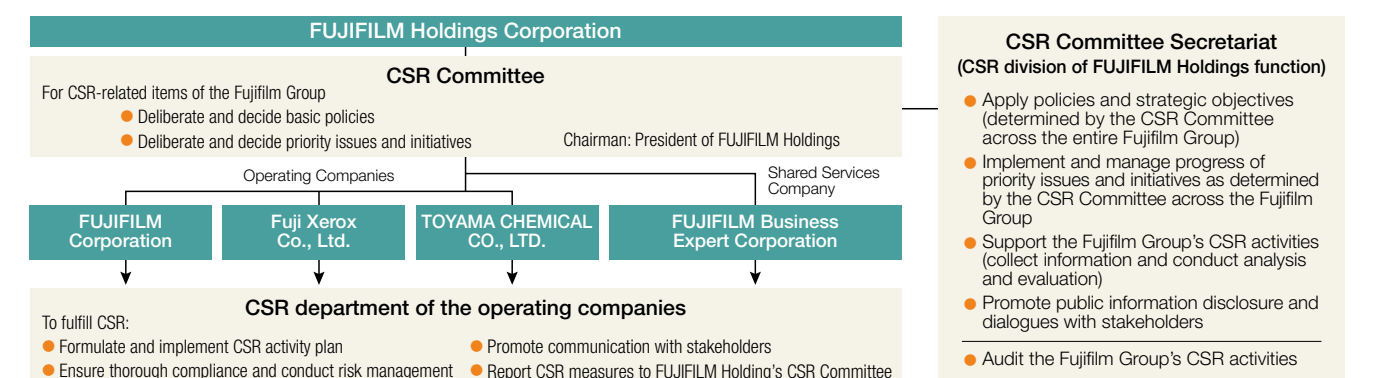
Communication with Stakeholders

Companies conduct their activities while interacting and maintaining relations with a wide variety of stakeholders, and it is important to listen carefully to their various views and expectations. At the Fujifilm Group, we ensure that we make appropriate information disclosures as well as verifying, at various opportunities, whether or not our business activities are responding to the demands and expectations of all our stakeholders, and reflecting our findings in our business activities. To ensure that our stakeholders' views are reflected in our CSR activities, we also review them in our Sustainability Report.

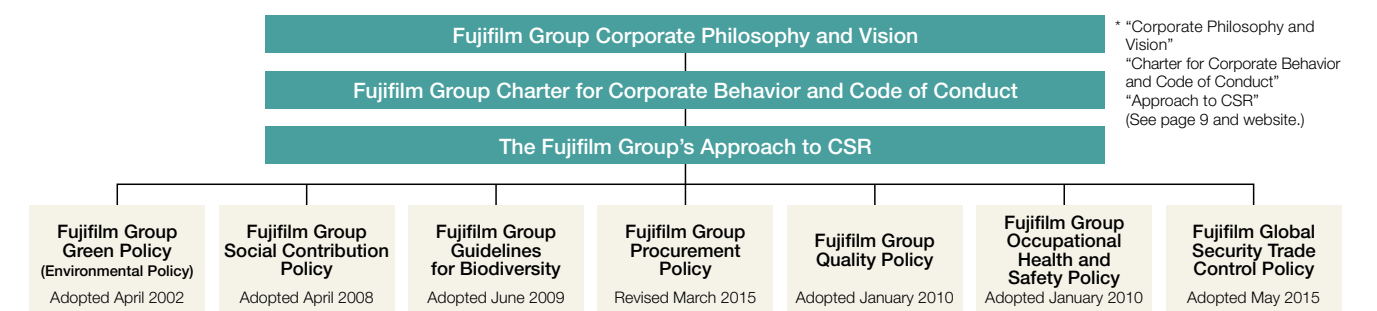
In addition to opinions relating to our CSR activities as a whole, regarding priority issues such as the promotion of anti-global warming measures, the promoting body for each issue conducts briefings on the content of the activities and presents the respective report to external parties, to receive their advice and evaluation.* Looking back over our activities and obtaining the views of external parties in this way provides a good opportunity to reexamine our activities. We plan to continue these efforts to make them better activities in the future.

*See pages 29, 45, 70, 71.

▼ The Fujifilm Group's CSR Promotion System



▼ The Fujifilm Group's Approach to CSR and Related Policies



*Visit our website for each Policy

CSR Management

▼ The Fujifilm Group's Communications with Stakeholders

★: Further details are included in the Sustainability Report.

Main Stakeholders	Main Issues and Areas of Responsibility	Methods of Communication
Customers	We have a diverse range of customers, from individuals, businesses, corporations to government offices, etc., since we have business deployed all over the world, and we offer such a wide lineup of products, ranging from digital cameras and cosmetics to office printers, medical systems, medicine, highly functional materials and equipment and materials for graphic arts.	<ul style="list-style-type: none"> ● Securing the safety and quality of products ● Design for the Environment ★page 28 ● Provision of appropriate information on services & products ● Improvement of customer satisfaction levels ★page 50 ● Customer response & support ★page 50
Employees	Employees working for the Fujifilm Group total approx. 80,000 people in 271 companies. They are active all over the world and their composition by country is Japan 50.0%, the U.S. 8.4%, Europe 5.2% and Asia 36.4% (as of end-March 2016).	<ul style="list-style-type: none"> ● Ensuring occupational health and safety ★page 38 ● Respect for human rights ★page 39 ● Utilization and training of human resources ★page 40 ● Respect for diversity ★page 42
Shareholders & investors	FUJIFILM Holdings has 122,607 shareholders, characterized by a high proportion of overseas and institutional investors. Japanese financial institutions account for 35.1% of our shareholders, while foreign companies constitute 33.4% (as of end-March 2016).	<ul style="list-style-type: none"> ● Maintenance and expansion of corporate value ● Appropriate redistribution of profits ● Timely & appropriate information disclosure ● Measures for Socially Responsible Investment (SRI) ★page 67
Transaction partners	The Fujifilm Group conducts transactions worldwide with suppliers of raw materials and components and retailers of our products, etc.	<ul style="list-style-type: none"> ● Briefings to suppliers (on CSR procurement including green supply, management of chemical substances contained, etc.) ● CSR Self-Check (self-audited) ● Website for exclusive use of transaction partners ● Regular discussions with partners ● Liaison office for responding to inquiries (in each procurement and sales division)
Future generations & local societies	The Fujifilm Group has bases in approx. 40 countries across the world and conducts its activities by treating the local culture and customs with respect, as well as putting efforts into educational support for future generations.	<ul style="list-style-type: none"> ● Contribution activities which make use of our main business strengths ★page 53 ● Respecting local culture & customs and environmental conservation ★page 53 ● Prevention of fires and accidents in the workplace ● Educational support for future generations ★page 53
Government organizations & industrial associations	The Fujifilm Group has businesses in countries all over the world. Each of these businesses belongs to several industrial associations and has active relations with the respective government organizations, including participating in collaborations and information exchanges, etc.	<ul style="list-style-type: none"> ● Participation in various industrial committees ● Participation in the development of industry guidelines ● Announcement of public comments through industry associations ● Joint research & development of government or industry association ● Proposals aimed at the resolution of social issues
NGOs & NPOs	We are conducting dialogues with NGOs & NPOs who are actively aiming for a sustainable society, for the resolution of social issues and environmental conservation.	<ul style="list-style-type: none"> ● Obtain views on the Sustainability Report ● Participate in stakeholder dialogue ● Administration committee of Public Trust Fujifilm Green Fund ● Review meetings on various CSR issues ● Afflicted area support activities with NPO



ASTALIFT Roppongi Store offering direct communication with customers



In-house magazines for internal communication



IR information on the web



Fujifilm employees and local residents cleaning the stream inside factory premises for the past 25 years (Fujifilm Fujinomiya Factory)

Stakeholder Communication



Held a dialogue with international CSR experts from the U.S., Germany, Denmark, etc.

Dialogue on activities in human rights due diligence

Fujifilm participated in the Business and Human Rights Conference in Tokyo hosted by the Caux Round Table Japan (co-hosted by the Institute for Human Rights and Business, etc.) in September 2015, and held an individual dialogue with foreign experts promoting human rights activities regarding our Group's CSR policy and its activities aimed at due diligence in human rights, focusing chiefly on CSR procurement.

Our wide-ranging business activities and aggressive effort to resolve social issues drew great interest from the experts. We also won high praise also for our CSR Procurement Guidelines that lay out its requirements for suppliers. At the same time, the experts expressed the hope for appropriate assessment and management of suppliers' status for our CSR procurement activities, including on-site audits, and greater action to make corrections in case of problems at suppliers. The suggestions received from the experts will be utilized to meet the expectations of society and to further expand our activities.

Family office tours for better communication between employees and their families

Fujifilm Omiya Office holds "Omiya Family Day" (office tours for employees' family members and summer festival), an event hosted by the management and labor union aimed at fostering greater solidarity at the worksite. Held for the second time, there was greater employee interest in participating in 2015, drawing 170 people from 51 families to the workplace open house, and 617 participating in the summer festival.

The office tour featured a "Photo Adventure," in which participants take pictures at designated locations while exploring the offices where employees work, and opportunities to touch and experience products being developed at Fujifilm. The summer festival held after the office tour offers games involving family members and contests between workplaces, fostering mutual communication. Such opportunities to promote greater understanding from family members toward

the workplaces and work of the employees are expected to foster greater employee incentive and to create a foundation for mutual assistance and ease at work.

One-day ID cards issued for children



Children discover Fujifilm products, including a professional-use telescope, broadcast TV camera, and a virtual-studio for a VR experience of the moon's surface, etc.

Dialogue on the environment with regional stakeholders for a direct exchange opinions

To participate as a member of the local community, Fujifilm Group discloses its environmental conservation activities and at the same time holds events in various parts of the country to listen to the opinions of local residents.

FUJIFILM Corporation, Fuji Xerox, FUJIFILM Techno Products and Fuji Xerox Manufacturing based in the Kaisei area of Kanagawa Prefecture jointly hold environmental communication meetings with local community associations each year. In FY2015, 28 citizens were participated and presented various opinions on the Group's environmental conservation and regional communication activities. The four companies plan to continue working together for active communication with the local communities.

At Fujifilm Fujinomiya Factory, environmental dialogue sessions are being held with the citizens of the surrounding community of the Factory. The FY2015 meeting, as the 11th annual meeting, was held in February 2016, attracting a total of 52 participants consisting of local residents including junior high school students, as well as administrative officers representing Shizuoka Prefecture and Fujinomiya City. Lively exchange took place, including questions and answers on the deregulation of the electric power business currently attracting public attention in Japan. Fujinomiya Factory will continue promotion of deeper exchange with local governments and companies and fostered a greater communication focusing on the environmental conservation with the local communities.



Environmental communication meetings have been held in the Kaisei area since 2012.



Fujinomiya Factory meeting highlighted the deregulation of electric power and the mechanism of in-house wheeling of electric power system.



Compliance and Risk Management

Compliance

Compliance education (Fujifilm in Japan)

Intended audience	Details	2015 results
Executive officers (Fujifilm and its affiliates)	Overall compliance (by CP & RM*)	Once, 80 participants
Managerial personnel (Fujifilm and its affiliates)	Examples of corporate misconduct, punitive actions, consulting facility, risk reporting system, etc. (by CP & RM*)	55 times, 2,900 participants
New managerial personnel (Fujifilm and its affiliates)	Overall compliance (by CP & RM*)	2 times, 154 participants
All employees (Fujifilm and its affiliates, including agency contracted employees)	Discussions based on compliance case studies (by managerial personnel)	All divisions
New employees (Fujifilm)	Basic knowledge of compliance, employee code of conduct, corporate rule, consulting facility, etc. (by CP & RM*)	Once, 183 participants

*CP & RM: Compliance & Risk Management Division of FUJIFILM Corporation

Compliance education (Fuji Xerox in Japan)

Intended audience (Fuji Xerox and its affiliated companies)	Details	2015 results
All managerial staff	Importance of Labor Management for business (Web-based training to disseminate the importance of Labor Management that is the foundation of business management)	Once, 5,400 participants/ 5,000 participants completed the program
All executive officers and employees	Training on general legal knowledge (Web-based training for fraud/harassment as well as basic legal knowledge)	Once, 23,592 participants
All employees (including contract/ temporary employees)	Risk Management Training (Web-based training on risk management including information security)	Once, 30,000 participants
New executive officers	New executive officer training (Group training on general risk management for executives including directors' management duties and responsibilities, corporate laws, and risk concerning general affairs, human resources, etc.)	Once, 15 participants
New managerial staff	New managerial staff program (Group training such as lectures about disciplinary action and group discussions using examples to obtain general compliance knowledge that managerial staff should know)	5 times, 399 participants
New employees	New employee training (Group training for legal compliance that maintain the Basic Corporate Quality by understanding the basic CSR policies and activities)	Once, 396 participants

Risk Management

Acquisition of P-Mark and ISMS (As of May, 2016)

Certification	Certified affiliates	Certification	Certified affiliates
P-Mark ^{*1}	FUJIFILM Medical Co., Ltd.	ISMS ^{*2}	FUJIFILM Global Graphic Systems Co., Ltd.
	FUJIFILM Imaging Systems Co., Ltd.		Fuji Xerox of Shanghai Limited
	FUJIFILM Techno Service Co., Ltd.		Fuji Xerox Korea Company Limited
	Fuji Xerox System Service Co., Ltd.		FUJIFILM Software Co., Ltd.
	Fuji Xerox Learning Institute Inc.		Fuji Xerox of Shenzhen Ltd.
	FUJIFILM Imaging Protec Co., Ltd.		Fuji Xerox Service Creative Co., Ltd.
	FUJIFILM Media Crest Co., Ltd.		FUJIFILM Imaging Systems Co., Ltd.
			FUJIFILM Imaging Protec Co., Ltd.
			FUJIFILM Business Expert Corporation
			Fuji Xerox Eco-Manufacturing (Suzhou) Co., Ltd.
			Fuji Xerox Co., Ltd. (Global Service Sales)
			Fuji Xerox (Thailand) Co., Ltd.
			Fuji Xerox Advanced Technology Co., Ltd.
			Fuji Xerox domestic sales representative and sales companies
			Fuji Xerox Manufacturing Co., Ltd.
			Fuji Xerox InterField Co., Ltd.
			Fuji Xerox Service Link Co., Ltd.
			Fuji Xerox System Service Co., Ltd.
			Fuji Xerox Prefectural Dealers 11 companies (12 offices)

*1 Privacy Mark (P-Mark): A mark granted by the Japan Information Processing Development Corporation (JIPDEC) to companies in which personal information is handled appropriately.

*2 ISMS: Certification regarding the overall management framework for information including personal information (Information Security Management System).

Personnel and Labor (FUJIFILM Corporation)

Employment

Composition of the Fujifilm workforce

As of March 31, 2016

Executive officer*	11	Male: 11, Female: 0
Regular employees	5,006	General employees: 3,682 (Male: 2,898, Female: 784) Managerial personnel: 1,165 (Male: 1,134, Female: 31) Senior expert: 159 (Male: 159, Female: 0)
Non-regular employees	207	Temporary employees: 139, Part-timers: 7, Employees re-employed after retirement: 19, Other (Contract employees, etc.): 42

*Executive officer = All executive officer – Directors

Status of regular employees

As of March 31, 2016

Average age	Average length of employment (years)	Average number of dependents	Average annual salary* ¹
Total: 41.9 Male: 42.2 Female: 40.3	Total: 17.5 Male: 17.4 Female: 18.1	1.41	8.7 million yen
Utilization of paid leave* ²	Turnover rate* ³	Returning rate from childcare leave* ⁴	Retention rate after 3 years from reinstatement* ⁵
64.6%	Total: 2.93% Male: 2.74% Female: 3.89%	Total: 97.7% Male: 100.0% Female: 97.5%	Total: 80.0% Male: 50.0% Female: 82.1%

*1 Average annual salary is calculated for the period from January 1, 2015 to December 31, 2015.

*2 Data on utilization of paid leave is calculated based on data for the period from October 1, 2014 to September 30, 2015.

*3 Turnover rate =

Attrition + Retirement + Voluntary + New start for senior employees program

Annual average number of employees at FUJIFILM Corporation (non-consolidated)

*4 Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2014 to March 31, 2015.

*5 Retention rate after 3 years from reinstatement =
Number of employees as of the end of FY2015 among those returning to work after childcare leave in FY2013
Number of employees reinstated after childcare leave in FY2013

Recruitment

New graduate recruitment (FY2016)	79* ¹	<Technical positions> Male 31, Female 7 <Administrative positions> Male 25, Female 13 <On-site recruitment> Female: 3
Mid-career recruitment	11* ²	Male 10, Female 1

*1 As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, 2016.

*2 Number of mid-career recruitment represents those from April 2015 to March 2016.

Employment of the challenged and re-employment

	FY2011	FY2012	FY2013	FY2014	FY2015
Employment of the challenged* ¹	1.81%	1.96%	2.01%	2.12%	2.10%
Re-employment* ²	33	29	10	13	19

*1 Data up to April 30, 2016.

*2 Re-employment refers to employees re-employed after retirement during the relevant fiscal year (April 1 to March 31).

Labor

Composition of labor union membership

As of March 31, 2016

Union members	Proportion of union membership	Average age of union members
3,560	71.1%	39.4

*Based on the number of regular employees (5,524)

Work accident rate and work accident severity

Industry average in parenthesis

	FY2011	FY2012	FY2013	FY2014	FY2015
Work accident rate* ¹	0.00 (0.25)	0.09 (0.43)	0.11 (0.20)	0.00 (0.40)	0.20 (0.24)
Work accident severity* ²	0.00 (0.13)	0.01 (0.12)	0.00 (0.01)	0.00 (0.13)	0.00 (0.00)

*Source for industry average: FY2015 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Target: 0

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Number of employees taking a leave of absence*

	FY2011	FY2012	FY2013	FY2014	FY2015
Leave of absence for nursing care	2 (Male 1, Female 1)	2 (Male 2, Female 0)	5 (Male 1, Female 4)	3 (Male 1, Female 2)	2 (Male 0, Female 2)
Leave of absence for childcare	34 (Male 2, Female 32)	52 (Male 5, Female 47)	42 (Male 1, Female 41)	43 (Male 1, Female 42)	53 (Male 5, Female 48)
Leave of absence for volunteer work	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)

*Number of employees who began a leave of absence during the relevant fiscal year.

Number of employees taking a care leave and volunteer work leave*

	FY2011	FY2012	FY2013	FY2013	FY2015
Nursing care leave	5 (Male 3, Female 2)	13 (Male 6, Female 7)	16 (Male 9, Female 7)	13 (Male 9, Female 4)	15 (Male 10, Female 5)
Childcare leave	2 (Male 1, Female 1)	2 (Male 0, Female 2)	9 (Male 6, Female 3)	6 (Male 4, Female 2)	7 (Male 5, Female 2)
Child medical care	55 (Male 5, Female 50)	71 (Male 11, Female 60)	108 (Male 27, Female 81)	48 (Male 9, Female 39)	59 (Male 16, Female 43)
Volunteer work leave (total number of days)	35 (Male 26, Female 9) —	1 (Male 1, Female 0) —	0 (Male 0, Female 0) —	0 (Male 0, Female 0) (0)	1 (Male 1, Female 0) (1)

*Number of employees who began a leave during the relevant fiscal year.

System for a good work-life balance

- In response to the 2010 amendment to Child Care and Family Care Leave Law, programs for supporting a balance between work and childcare or family care have been improved, and programs that exceed legal requirements are now in place, such as the improved child medical care leave program and the newly introduced family care leave program.
- Stock leave is a system enabling employees to accumulate unused leave time up to 60 days. Accumulated leave days may be used for treatment needed for personal health problems, rehabilitation, childcare, nursing care, and volunteer activities.

Giving birth and childcare	• Systems catering for pre- and post-birth requirements • Leave of absence for childcare • Use of stock leave for childcare • Systems for employment while raising children • Three-person interview at the time of returning to work from childcare leave • Child medical care leave program (1 relevant child: 6 days per year; 2 or more children: 11 days per year)	• Reduced work hour program (child in the third grade or lower) • Use of stock leave for fertility treatment • Leave of absence for fertility treatment • Exemption from restrictions on non-scheduled hours worked and from work on holidays • Reinstatement to same workplace after leave of absence for childcare
Nursing care	• Leave of absence for nursing care program • Nursing care leave program (1 care recipient: 12 days per year; 2 or more care recipients: 24 days per year)	• Use of stock leave for nursing care • Systems for employment while caring for a family member • Expansion of nursing care counseling office
Other	• Leave of absence for volunteer work, Using of stock leave for volunteer work • Use of stock leave for self-development • Active Life Leave • Flextime	• Discretionary labor system • Leaving the office on time (2 days per week) • Re-employment Program • Female Mentor Program • Home Working System • Paid Leave by the Hour System

Revisions to systems operating in accordance with agreements between the labor union and the company (in the last five years)

As of March 31, 2016

FY	Item
2011	• Revision of employees systems
2012	• Revision of travel expenses • Revision of overseas working conditions after retirement • Revision of re-employment after retirement
2013	• Revision of work regulations, wage rules and other labor-related regulations
2014	• Extension of the period of nursing care leave for the flextime (for pregnant, childcare, and nursing care) • Expansion of the domestic affiliates for secondment • Revision of work regulations, wage rules and other labor-related regulations partly
2015	• Partial revision of work regulations, wage rules, retirement allowance regulations and overseas travel regulations • Expansion of job assignment destinations within the Fujifilm Group in Japan • Introduction of Home Working System • Introduction of Paid Leave by the Hour System



Personnel and Labor (Fuji Xerox)

Employment

■ Composition of the Fuji Xerox workforce			As of March 31, 2016
Executive officers*	23	Male: 23, Female: 0	
Regular employees	8,703	General employees: 6,260 (Male: 5,104, Female: 1,156) Managerial personnel: 2,375 (Male: 2,237, Female: 138) Contract employees: 68 (Male: 44, Female: 24)	
Non-regular employees	766	Temporary employees: 206, Part-timers: 6, Employees re-employed after retirement: 554	

■ Status of regular employees				As of March 31, 2016
Average age	Average length of employment (years)	Average number of dependents	Average annual salary*1	
Total: 45.3 Male: 46.2 Female: 40.3	Total: 20.2 Male: 20.9 Female: 16.5	1.22	9.0 million yen	
Utilization of paid leave	Turnover rate*2	Returning rate from childcare leave*3	Retention rate after 3 years from reinstatement*4	
66.4%	Total: 4.1% Male: 4.2% Female: 3.2%	Total: 97.8% Male: 100.0% Female: 97.3%	Total: 87.9% Male: 100.0% Female: 86.3%	

*1 Average annual salary is calculated for the period from January 1, 2015 to December 31, 2015.
*2 Turnover rate =

Attrition + Retirement + Transfer + New start for senior employees program
Number of employees in Fuji Xerox at the end of preceding fiscal year (non-consolidated)
+ number of assigned employees

*3 Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2015 to March 31, 2016.

*4 Retention rate after 3 years from reinstatement =
Number of employees as of the end of current fiscal year among those returning to work after childcare leave in the second preceding fiscal year
Number of employees reinstated after childcare leave in the second preceding fiscal year

Recruitment

New graduate recruitment (FY2016)	110*1	<Technical positions> Male 51, Female 9 <Administrative positions> Male 25, Female 25
Mid-career recruitment	50*2	Male 38, Female 12

*1 As the number of new graduates recruited for the fiscal year is confirmed at the beginning of April, the number in the chart above represents new institute of technology graduate recruitment (Male 1) at the beginning of April 2016.
*2 Number of mid-career recruitment represents those from April 2015 to March 2016.

Employment and re-employment of persons with disabilities

	FY2011	FY2012	FY2013	FY2014	FY2015
Employment of persons with disabilities*1	2.19%	2.08%	2.07%	2.06%	2.09%
Re-employment*2	508	485	524	506	554

*1 Data up to March 31, 2016
*2 Re-employment refers to the number of employees re-employed as of March 31, 2016.

Number of employees taking a leave of absence*1

	FY2011	FY2012	FY2013	FY2014	FY2015
Leave of absence for nursing care	2 (Male 0, Female 2)	7 (Male 4, Female 3)	4 (Male 1, Female 3)	3 (Male 1, Female 2)	4 (Male 2, Female 2)
Leave of absence for childcare	62 (Male 8, Female 54)	52 (Male 4, Female 48)	46 (Male 8, Female 38)	56 (Male 9, Female 47)	60 (Male 10, Female 50)
Leave of absence for volunteer work*2	0 (Male 0, Female 0)	0 (Male 0, Female 0)	0 (Male 0, Female 0)	3 (Male 2, Female 1)	0 (Male 0, Female 0)

*1 Number of regular employees who took a new leave during the relevant fiscal year (April 1, 2015 to March 31, 2016).
*2 Number of employees who used the social service program.

Labor

■ Composition of labor union membership			As of March 1, 2016
Union members	Proportion of union membership	Average age of union members	
6,223	71.5%	41.9	

*Based on the number of full-time worker

■ Work accident rate and work accident severity						Industry average in parenthesis
	FY2011	FY2012	FY2013	FY2014	FY2015	
Work accident rate	0.55 (0.20)	0.31 (0.25)	0.11 (0.18)	0.00 (0.16)	0.00 (0.11)	
Work accident severity	0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.13)	0.00 (0.10)	

*Source for industry average: FY2015 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Target: 0

Number of fatal work accidents

	FY2013	FY2014	FY2015
Employees	0	0	0
Contracted employees	0	0	0

Number of employees taking a care leave*1, and total number of volunteer work leave

	FY2011	FY2012	FY2013	FY2014	FY2015
Nursing care leave*2	26 (Male 17, Female 9)	27 (Male 15, Female 12)	26 (Male 16, Female 10)	26 (Male 17, Female 9)	44 (Male 27, Female 17)
Childcare leave*3	237 (Male 86, Female 151)	197 (Male 72, Female 125)	284 (Male 97, Female 187)	298 (Male 86, Female 212)	314 (Male 147, Female 167)
Volunteer work leave*4 (total number of days)	118 (Male 94, Female 24) (530 days)	50 (Male 38, Female 12) (135 days)	15 (Male 11, Female 4) (54 days)	18 (Male 12, Female 6) (47 days)	20 (Male 16, Female 4) (62 days)

*1 Number of regular employees who took a new leave during the relevant fiscal year (April 1, 2015 to March 31, 2016).
*2 Number of employees taking leave of nursing care leave under the "accumulated paid leave (nursing care for family members)," "nursing care for family members" and "one-day nursing care leave" programs
*3 Number of employees taking childcare leave under the "accumulated paid leave (child healthcare)" and "child medical care" programs
As a program equivalent to childcare leave, special leave (of 5 days at most) is granted for care of the eldest child at the time of birth of the second child.
*4 Volunteer work leave shows the number of employees who took "accumulated paid leave (volunteer activity)" and the number of days spent for such activities.

System for a good work-life balance

All those systems provide for generous leave beyond that required by law.

Giving birth and childcare	<ul style="list-style-type: none">• Maternity leave (paid)• Leave of absence for childcare program (until two years old, including the housing cost support)• Program for rehiring former employees who left the company for reasons such as spouse's transfer or childcare• Accumulated paid leave*1 for healthcare of employees' family• Shortened working hours in pregnant and for childcare (from pregnancy to third grade of elementary school)	<ul style="list-style-type: none">• Limited off-hours work for childcare (until sixth grade of elementary school)• Limited late-night work for childcare (until six grade of elementary school)• Special leave for supporting the wife during her childbirth period (first child's birth: 2 days; second child's birth and thereafter: 5 days)• Leave of absence for birth support (one year leave system for fertility treatment)
Nursing care	<ul style="list-style-type: none">• Leave of absence for caring for a family member (maximum 2 years)• Shortened working hours for caring for a family member• Limited off-hours work for caring for a family member	<ul style="list-style-type: none">• Limited late-night work for caring for a family member• One-day nursing care leave• Accumulated paid leave*1 for caring for a family member
Other	<ul style="list-style-type: none">• Flexitime• Homeworking system• Continuous service award special vacation; "refresh vacation"• Social service system (leave of absence program for employees participating in socially beneficial activities)• Accumulated paid leave*1 for volunteer activities	<ul style="list-style-type: none">• Leave of absence for education• Leave of absence for senior theme (support for senior employees' second career)• Flexible work schedules (support for senior employees' second career)• Double job program*2 (support for senior employees' second career)

*1 Accumulated paid leave: A system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.

*2 Double job program: This is not double duties by order, rather it is program, they are allowed engage in both their current work and work in another division through a system that matches the needs of divisions wanting to utilize senior workers' skills and experience with the will of senior workers who wish to use their special skills or to take on new challenges.

Revisions to systems operating in accordance with agreements between the labor union and the company (in the last five years)

FY	Item
2011	<ul style="list-style-type: none">• Revisions to work system on April 1, 2012 in accordance with agreements between the labor union and the company
2012	<ul style="list-style-type: none">• Introduction of irregular working hours support system for developers and SEs• Revision of the employment and evaluation criteria for post-retirement re-employees
2013	<ul style="list-style-type: none">• Introduction of on-site irregular working hours support system for SEs
2014	<ul style="list-style-type: none">• Introduction of new work style (co-working hour system, homeworking system, remote working system for domestic sales)
2015	<ul style="list-style-type: none">• Revision of working conditions, work support and employee welfare with consolidation of various programs at Group companies in Japan

Number of employees taking occupational health and safety training

9,659

Occupational Health and Safety Committee

The Occupational Health and Safety Committee convenes with same number of labor and management representatives, in compliance with laws and regulations.

Environmental Aspects

*Organizations covered in the environmental performance data are, as a general rule, those that are shown in the consolidated financial statements, and are significant in terms of environmental burden.
However, certain sales and manufacturing (assembly) subsidiaries are excluded. Those not shown specifically are included in the tabulation figures above. Moreover, figures for the Group total may not reflect the sum of each subtotal.

Priority Targets

Fujifilm FY2016 Priority Issues

Priority Issues	Strategies
1. Contributing to resolving environmental issues through products and services • Measures against global warming*1 • Water resource conservation • Energy *1 Target: Reducing CO ₂ emissions by 20 million tons by FY2020	Develop and disseminate products and services that contribute to resolving environmental issues. (CO ₂ emission reduction, water issues, energy issues) 1) Quantifying Fujifilm's contribution to CO ₂ emissions reduction based on the Environmental Contribution Effectiveness Guidelines to convey our efforts to customers. 2) Quantifying the effects of Fujifilm's contribution to resolving water resource issues based on the Water Footprint Guidelines to convey our efforts to customers.
2. Promoting the reduction of energy costs through measures against global warming*2 and efficient energy use *2 Target: By FY 2020, reduce CO ₂ emissions throughout the life cycle of products by 30% based on the standards set in FY 2005	1) Continually promote CO ₂ emission reduction at each of the stages of product lifecycle. (procurement, manufacturing, transportation, use, disposal) 2) Conserve energy so as to contribute to resolving energy issues and promote the reduction of energy costs. 3) Draw up Fujifilm's policy on the promotion of measures against global warming from 2020 and beyond.
3. Promoting the efficient use of resources	1) Use resource efficiently by promoting the 3Rs: Reduce-Reuse-Recycle. 2) Reduce waste. (by yield increase, reuse of manufacturing waste, conversion of waste into valuables, etc.) 3) Promote the concept of Zero Waste Disposal at main production sites both inside and outside of Japan. 4) Promote the effective use of water resources. (saving water to reduce the amount of water use per unit of production) 5) Determine main products' indices per unit, and verify their validity.
4. Ensuring product and chemical safety	1) Continue dissemination of approaches and systems to the supply chain concerning management of chemicals in products. 2) Continue to improve the systems for ensuring product compliance. 3) Implement safety management based on risk assessment of all chemical substances used. 4) Monitor, communicate, and assess product safety information thoroughly.
5. Value chain management from the view point of corporate social responsibility	1) Reinforce Ethical Sourcing investigation for suppliers. 2) Have FF and each of the group companies carry out self CSR assessment and improve their CSR performance.
6. Environment and safety risk management	1) Maintain systems that abide by laws and regulations and adheres to voluntary management targets. 2) Improve and promote industrial safety and health. 3) Continue to control and maintain the level of VOC emissions generated from the production process.
7. Information disclosure and communication of relevant information	1) Enhance information disclosure through various methods. (e.g., Sustainability Reports, websites) 2) Expand and enhance global management for information regarding environmental performance.
8. Employee education	1) Educate and train employees in the areas of environment, chemicals, product safety, occupational safety, etc. 2) Continue implementing employee awareness campaigns on the need to reduce environmental burdens.

Fuji Xerox FY2016 Priority Issues

Priority Issues	Strategies
1. Controlling global warming *Greenhouse gas reduction target by 2020 (1) By FY2020, 30% reduction in CO ₂ emissions during the company's overall lifecycle stage from the level in FY2005 (2) Reduce CO ₂ emissions at customers by seven million tons by FY2020	1) Contribute to help reduce CO ₂ emissions from customers' office and factory by providing energy saving products & solutions 2) Reduce CO ₂ emissions by installing the new energy-efficient equipment and improving productivity in production process at the development and production sites 3) Reduce CO ₂ emissions in office by reforming employees' work style 4) Reduce CO ₂ emissions by improving efficiency in the product logistics
2. Preservation of natural resources	1) Establish the next generation eco-friendly material technologies, such as biomass 2) Reduction of resource input with lighter equipment 3) Curb use of new resources by recycling used parts 4) Reduction of waste output and recovery of valuable substances at production and product development sites 5) Reduce water usage in production and product development sites
3. Reduction in environmental risk from chemical substances	1) Reinforce measures against laws and regulations to reduce chemical substance risks from products (observing RoHS, REACH, etc.) 2) Expansion for risk assessment method for chemical substances into sales and service divisions (domestic) 3) Establishment of company-wide explosion prevention standards and project
4. Preservation of ecosystems and biodiversity	1) Promote sustainable paper procurement concerning for forest ecosystems 2) Participate in Japan Business Initiative for Biodiversity (JBIB)
5. Improvement of the infrastructure for promoting environmental targets	1) Reinforce systems to grasp environmental performance data 2) Reinforce measures to respond proactively to environmental regulation



Environmental Aspects

*Organizations covered in the environmental performance data are, as a general rule, those that are shown in the consolidated financial statements, and are significant in terms of environmental burden. However, certain sales and manufacturing (assembly) subsidiaries are excluded. Those not shown specifically are included in the tabulation figures above. Moreover, figures for the Group total may not reflect the sum of each subtotal.

Anti-Global Warming Measures

CO₂ emissions*

	FY2005	FY2011	FY2012	FY2013	FY2014	FY2015
Japan/ Manufacturing	1,084	918	903	895	872	856
Japan/Non- manufacturing	28	24	25	30	27	30
Overseas/ Manufacturing	345	367	384	351	347	331
Overseas/Non- manufacturing	30	29	26	42	42	39
Group total	1,487	1,338	1,338	1,317	1,288	1,256

*Calculation method: Calculation of CO₂ emission by energy usage specified in the Act on the Rational Use of Energy. Emission coefficient by electric power utility used for purchased power.

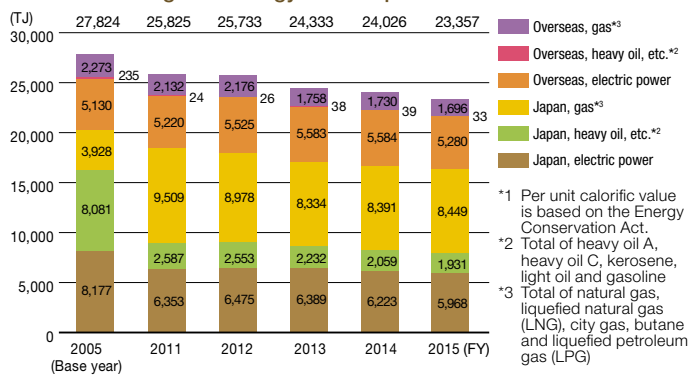
2015 CO₂ emission by region* (manufacturing)

	CO ₂ emission
Japan	886
Americas (USA, Canada & Brazil)	154
Europe (Netherlands, Germany, Belgium, UK & France)	85
China	97
Asia excl. China & Oceania (Australia, South Korea, Singapore, etc.)	33
Group total	1,256

*Calculation method: Calculation of CO₂ emission by energy usage specified in the Act on the Rational Use of Energy. Emission coefficient by electric power utility used for purchased power.

Energy-Saving Measures

Annual changes in energy consumption*¹



Breakdown of consumption of heavy oil, etc. (Fiscal 2015)*

	Heavy oil	Kerosene	Light oil	Gasoline
Japan	45.8	1.1	0.1	0.0
Overseas	0.0	0.0	0.7	0.2
Group total	45.8	1.1	0.8	0.2

*Consumption in manufacturing only

Environment Conscious in Logistics

Annual changes in total CO₂ emissions in domestic logistics*

	FY2011	FY2012	FY2013	FY2014	FY2015
Total CO ₂ emissions	41,450	44,278	47,075	45,633	50,229

*Total CO₂ emissions are calculated as the amount of CO₂ emitted by FUJIFILM Logistics Co., Ltd. in its logistics activities for the Fujifilm Group companies. Since FY2006, we shifted calculation method to the method based on revised Act on the Rational Use of Energy (travel distance of empty cars not included in calculations, etc.).

Annual changes in amount of CO₂ reductions and reduction rates through transportation efficiency improvements* (Domestic distribution)

	FY2011	FY2012	FY2013	FY2014	FY2015
Amount of CO ₂ reductions (tons of CO ₂ /year)	6,969.9	7,753.6	6,353.7	11,403.5	12,691.6
CO ₂ reduction rate (%)	14.4	14.9	11.9	20.0	20.2

CO₂ reduction rate (%) = $\frac{\text{Amount of CO}_2 \text{ reductions}}{\text{Total CO}_2 \text{ emissions} + \text{CO}_2 \text{ reductions}}$

*In FY2015, we enforced our activities for CO₂ reductions in collaboration with a specified consigner. Major reduction initiatives, which proved effective, include modal shifts (road transport to sea transport) starting in FY2014, as well as improving carrying efficiency by double stacking during transport and enhancing gasoline mileage by eco-driving. The amount was a total figure of each facility's CO₂ reduction measure.

Annual changes in domestic transport volume*

	FY2011	FY2012	FY2013	FY2014	FY2015
Transportation volume	175	194	186	181	190

*Range of transportation volume is calculated within the range of ownership in compliance with reporting under the Revised Act on the Rational Use of Energy.

Annual changes in reduction in export packaging material weight* (Cumulative total)

	FY2011	FY2012	FY2013	FY2014	FY2015
Packaging material reduction rate	3.4	10.1	15.5	9.3	10.5

Packaging material reduction rate (%) = $\frac{\text{Weight reduced}}{\text{Total material weight} + \text{weight reduced}}$

*Total weight of export packaging materials handled by FUJIFILM Logistics in FY2015 was 1,180,463.3 tons. Weight was reduced by 138,501.8 tons, with yearly reduction rate of 10.5%.

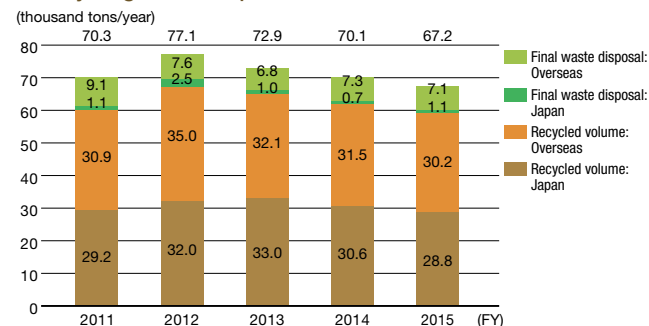
Annual changes in container and packaging material* used (Fujifilm non-consolidated)

	FY2011	FY2012	FY2013	FY2014	FY2015
Total consumption	18.5	18.2	16.3	15.5	15.2

*Total of corrugated paper boxes, paper materials, paper containers, metal materials, plastic molds, plastic film/sheet and glass used.

Conserving Resources Measures

Annual changes in waste generation*¹, recycling & final disposal*²



*1 Processed by external service providers

*2 Simple incineration or landfill disposal

Annual changes in valuable resources*

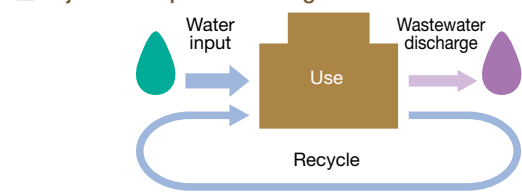
	FY2011	FY2012	FY2013	FY2014	FY2015
Japan	55.0	38.1	34.0	34.0	34.1
Overseas	21.3	28.4	27.2	30.1	24.5
Group total	76.3	66.5	61.2	64.1	58.6

*Valuable resources sold to the third party.

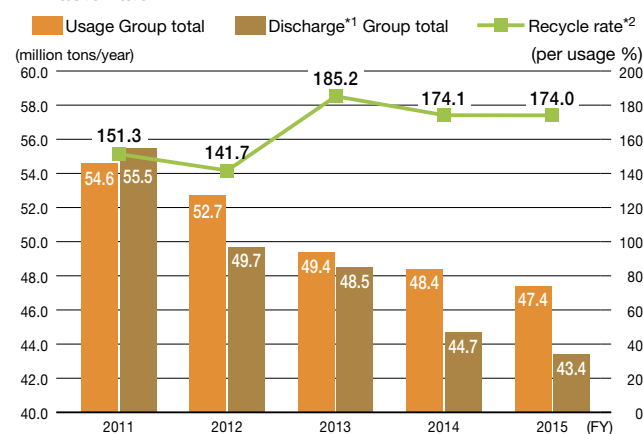
Main recycling methods for waste products

Waste product	Recycling method
Plastics (sorted)	Pallets, pipes, clothing, heat insulation materials
Plastics (mixed)/Filters	Blast furnace fuel
Magnetic tape	Blast furnace fuel, tatami mat material, heat insulation materials
Aluminum hydroxide	Aluminum sulfate (floculant for water treatment)
Inorganic sludge, polishing agent	Cement, roadway material, construction materials
Organic solvent	Paint thinner
Acids and alkalines	Neutralizer
Mixed flammable waste products	Solid fuels, electricity and hot water production
Fluorescent lamp	Glass wool
Batteries	Zinc, smelt iron
Left over food, raw garbage, organic sludge	Fertilizer, animal feed
Documents, empty boxes	Recycled paper
Iron, aluminum, copper, etc.	Smelt metal

Fujifilm Group's water usage



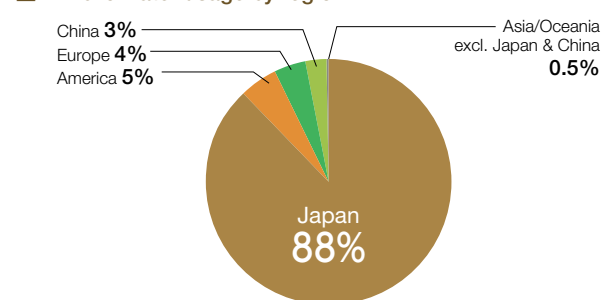
Annual trend in water usage, recycling and discharge as wastewater



*1 Includes water, rainwater, etc. used in the business activities

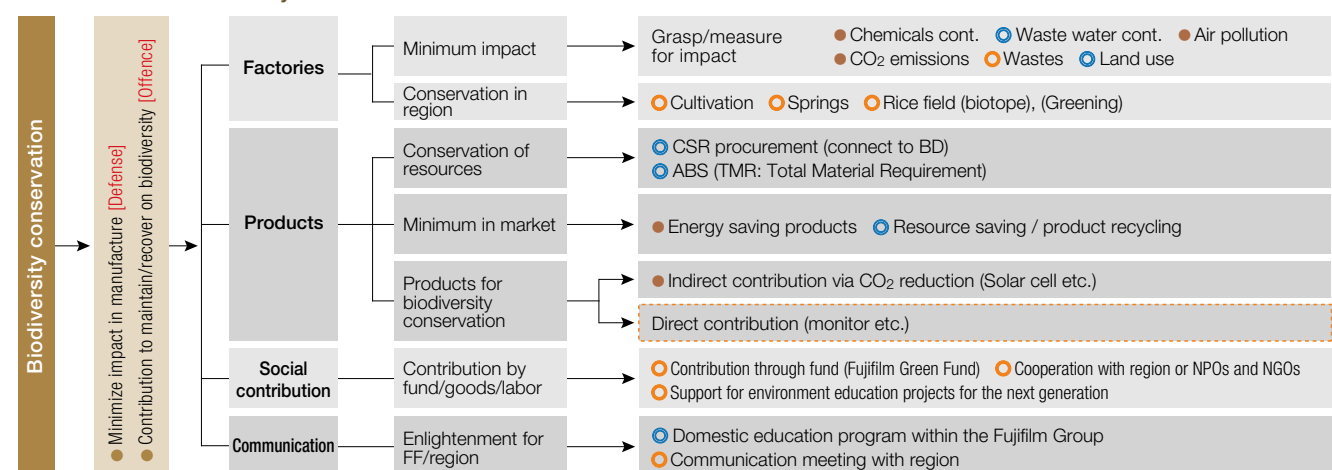
*2 Recycle rate including cooling water usage

FY2015 water usage by region



Activities on Biodiversity Conservation

Activities on biodiversity conservation -online-



○: Measure related to biodiversity conservation (on going) ●: Measure indirectly related to biodiversity conservation



Environmental Aspects

Reducing Chemical Substances Emissions

■ Response to the PRTR Law (Fujifilm and its domestic affiliates)

In addition to those substances that must be reported under the PRTR Law (Pollutant Release and Transfer Register Law), Fujifilm controls another 10 items on a voluntary basis, primarily substances specified by the Japan Chemical Industry Association as requiring autonomous monitoring, and has been endeavoring to reduce those emission on consolidated basis. Data (usage volume, atmospheric emissions volume, emission into public water, volume going into sewage water, volume moved outside of facilities, and volume recycled) on substances used in amounts of one ton or more per year by Fujifilm and its domestic affiliates may be found on the following Fujifilm website.

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/atmosphere/prtr.html) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/atmosphere/prtr.html>
(in Japanese only)

■ Annual changes in atmospheric emissions of VOCs (hundred tons/year)

	FY2011	FY2012	FY2013	FY2014	FY2015
Japan	10.1	7.6	6.9	6.9	6.6
Overseas	1.8	1.9	1.9	2.1	1.9
Group total	11.9	9.5	8.8	9.0	8.5

■ Storage and management of devices/equipment containing PCBs* (FY2015)

Types of equipment containing PCBs	Unit	Storing and managing amount	
		Japan	Group total
High voltage transformers	Quantity	20	34
High voltage condensers	Quantity	298	388
PCB oil waste, etc.	kg	1,188	1,188
Sludge, etc.	m ³	0.1	0.1
Fluorescent lamp stabilizers	Quantity	14,658	15,202
Low voltage condenser excluding fluorescent lamps	Quantity	117,082	117,082
Low voltage transformer	Quantity	1	1
Rags	kg	911	911
Other devices	Quantity	20	20

*Excludes PCB in minute quantity

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/pcb.html) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/pcb.html>
(in Japanese only)

■ Reductions in VOCs atmospheric emissions* (Fujifilm non-consolidated)

Category	Name of substance	Reduction (tons)	Reduction rate in comparison to previous fiscal year (%)
Substances requiring reporting under the PRTR Law	Dichloromethane	12	17
	Methyl alcohol	16	7
Substances voluntarily controlled by the company	Ethyl acetate	10	16
	Methyl ethyl ketone	-1	-5
	Acetone	-9	-51

*Reduction in volumes in FY2015 compared with actual levels in previous year

Legal Compliance Measures

■ Legal compliance and reports on complaints in FY2015

In 2015, there were two violations of environment-related laws (of which two were overseas) and nine customer complaints (none in overseas), and nine incidents (of which nine were overseas). Violation of law concerned the need for improvement in document management indicated in on-site administrative audit.

	Japan	Overseas	Group total
Number of legal violations (number of cases solved)	0 (0)	3 (3)	3 (3)
Number of complaints (number of cases solved)	9 (9)	0 (0)	9 (9)
Number of incidents (number of cases solved)	0 (0)	3 (3)	3 (3)

Pollution Prevention Measures

■ Annual changes in volume of atmospheric emissions (tons/year)

		FY2011	FY2012	FY2013	FY2014	FY2015
SOx emissions	Japan	22	20	21	22	9
	Overseas	1	1	4	6	5
	Group total	24	20	25	28	13
NOx emissions	Japan	459	376	416	394	424
	Overseas	40	66	74	61	69
	Group total	500	442	490	455	493
Soot particle emissions	Japan	2.9	5.5	4.8	4.2	3.1
	Overseas	0.7	0.6	6.9	1.0	1.1
	Group total	3.6	6.1	11.7	5.2	4.2
Atmospheric emissions of specified CFCs*	CFC-11	0.10	0.20	0.00	0.21	0.21
	CFC-12	0.02	0.00	0.00	0.00	0.00

*Group total, below the limit of detection = 0

■ Annual changes in water contaminant burden & emissions*1 (tons/year)

		FY2011	FY2012	FY2013	FY2014	FY2015
Total amount of COD*2	Japan	93.2	85.0	85.2	82.3	82.1
	Overseas	21.7	24.4	31.3	57.0	67.3
	Group total	115.0	109.5	116.5	139.4	149.4
Total amount of BOD*3	Japan	46.7	43.6	43.3	38.3	37.1
	Overseas	6.2	2.9	1.6	10.1	16.6
	Group total	52.8	46.5	45.0	48.3	53.7
Total amount of nitrogen emissions	Japan	254.5	259.0	246.5	223.3	232.3
Total amount of phosphorous emissions	Japan	5.2	2.5	3.4	5.3	4.2

*1 Effluent release into public water bodies

*2 COD (Chemical Oxygen Demand): An indicator of water pollution. COD indicates the amount of oxygen consumed when water-borne pollutants (primarily organic contaminants) are oxidized upon the introduction of an oxidant.

*3 BOD (Biochemical Oxygen Demand): BOD is a way to measure the degree of water pollution, and indicates how much oxygen in the water is being used by organisms to decompose contaminants by looking at the reduction in oxygen in the water.

■ Surveying and remediating soil and underground water pollution (FUJIFILM Corporation and its domestic affiliates/Fuji Xerox and its domestic affiliates)

The Fujifilm Group autonomously conducts environmental surveys on soil and underground water pollution. Regarding substances that are used at manufacturing facilities and that are subject to environmental limits set by regulations, the Group rigorously manages the usage and storage of such substances and monitors the concentrations of such substances in underground water. We are prepared to deal with any unforeseen pollution incidents in a timely fashion.

[URL](http://www.fujifilm.co.jp/corporate/environment/preservation/site/leakage/) <http://www.fujifilm.co.jp/corporate/environment/preservation/site/leakage/>
(in Japanese only)

[URL](http://www.fujixerox.co.jp/company/csr/stakeholder/environment/target.html) <http://www.fujixerox.co.jp/company/csr/stakeholder/environment/target.html>
(in Japanese only)

■ Responses to environment-related complaints and legal violations in FY2015*

Company/site name	Description	Response
FUJIFILM Hunt Chemicals U.S.A., Inc.	Inadequacy in waste management documents	Documentation on hazardous waste storage and management and on plan for waste volume minimization was pointed out as inadequate, and the relevant documents have been revised.
FUJIFILM Speciality Ink Systems Limited	Latex leakage to protective barrier as a result of container damage	Leakage from latex container caused by contact with forklift. Latex leakage was stopped inside the barrier. No external damage. Forklift travel routes have been revised and improved.
FUJIFILM BELGIUM NV.	Excessive nitrogen concentration in wastewater	Caused by degradation of filter membrane. Replacement executed immediately.

*Relatively minor violations have been excluded.

Domestic and International Appraisals

■ Ranking and status of SRI audit

FUJIFILM Holdings has received the following evaluations by external organizations as a corporate group that proactively promotes CSR actions toward sustainable development. It is included in the Socially Responsible Investment (SRI) index listed below. Also listed right are evaluations of FUJIFILM Holdings in domestic and international ranking surveys.

Survey	Evaluation for FUJIFILM Holdings
10th CSR Corporate Ranking (2016, Toyo Keizai, Inc.)	1st out of 1,325 companies (573.6 points)
19th Nikkei Environmental Management Survey (sponsored by Nikkei Inc.)	16th out of 413 manufacturers; 1st in the petrochemical field for the ninth consecutive year
8th JUSE Quality Management Level Research (Union of Japanese Scientists and Engineers)	4th out of 192 companies; 1st in the machinery and precision equipment field
FY2015 "Companies that maximize human resources" (Nihon Keizai Shimbun, Nikkei HR, Nikkei Research)	3rd out of 454 companies
CDP (Carbon Disclosure Project)	Score of 100, Performance Band: B

Included in the global of Socially Responsible Investment (SRI) indexes

•Dow Jones Sustainability World Index

•FTSE4Good Global Index

•Morningstar Socially Responsible Index (As of June 2016)



Evaluations by SRI research agencies

•RobecoSAM Sustainability Award 2016

•Gold Class & Industry Leader



Evaluation by the international non-profit organization, CDP

•Climate Disclosure Leadership Index (CDLI)



■ Appraisals and awards in FY2015

See pages [19](#) [20](#) [21](#) [28](#) [29](#) [33](#) [46](#) [51](#) [55](#)

Recipient	Name and description of the award	Awarding entity
FUJIFILM Holdings Corporation	Awards from Minister of Economy, Trade and Industry, FY2015 Intellectual Property Achievement Awards	Ministry of Economy, Trade and Industry/Japan Patent Office
FUJIFILM Holdings Corporation	The Excellence Prize, Environmental Report Section of the 19th Environmental Communication Awards	Ministry of the Environment/Global Environmental Forum
FUJIFILM Corporation	Incentive Award, the 12th LCA Japan Forum Awards (Environmental impact reduction measures using LCA)	Japan Environmental Management Association for Industry
FUJIFILM Corporation	Good Design Awards 2015 (Fujifilm's 9 major products such as instant photo system or X-ray diagnostic imaging systems)	Japan Institute of Design Promotion
FUJIFILM Corporation	Photo Inspiration Prize in the Mécénat Awards 2015 (The Heart to Heart Communication—"PHOTO IS" 30,000—Person Photo Exhibition)	Association for Corporate Support of the Arts
FUJIFILM Corporation	The 14th Green and Sustainable Chemistry Award Awarded by the Minister of Economy, Trade and Industry	Japan Association for Chemical Innovation
FUJIFILM Corporation	Supplier Excellence Award Life Science Bio Process / Research and Market (Next-generation CCD Imager for Life Sciences Research)	"Global Supplier Day" GE Healthcare
FUJIFILM Corporation	The 61st Annual Okochi Memorial Grand Technology Prize, Mass (Production technologies of large capacity data tape cartridge that use barium ferrite magnetic particles)	Okochi Memorial Foundation
FUJIFILM Corporation	The 48th Special Technology Prize, JCIA Technology Award (Thin double-sided sensor film for touch panels)	Japan Chemical Industry Association
FUJIFILM Corporation	2015 Nikkei Global Environmental Technology Award (Backsheets for prolonging the useful life of solar cells and reducing environmental impact)	Nihon Keizai Shimbun
FUJIFILM Kyushu Co., Ltd.	Gold Certificate, the Kumamoto Ground Water Conservation Awards FY2014	Kumamoto Ground Water Foundation
FUJIFILM Global Graphic Systems Co., Ltd.	Technical Development Award (Process-less thermal CTP plates)	Japan Newspaper Publishers & Editors Association
FUJIFILM Global Graphic Systems Co., Ltd.	Research and Development Award (Process-less thermal CTP plates)	Japanese Society of Printing Science and Technology
FUJIFILM Electronic Materials U.S.A., Inc.	The Intel Supplier Continuous Quality Improvement (SCQI) award	Intel Corporation
FUJIFILM Ultra Pure Solutions, Inc.	Supplier Excellence Award	Texas Instruments Incorporated
FUJIFILM North America Corporation	"Supplier Summit 2015" Supplier of the Year (Push Pin Project), Innovation Award (Apps for store printers)	Walmart Stores, Inc.
FUJIFILM Speciality Ink Systems Limited	Britains Best Factory 2015 award	Cranfield University School of Management
FUJIFILM Imaging Colorants Ltd.	Presidents Award for Occupational Health & Safety	The Royal Society for the Prevention of Accidents (RoSPA)
FUJIFILM Manufacturing U.S.A., Inc.	2015 Gold Award	Greenwood Metropolitan District
Fuji Xerox Co., Ltd.	The Selection Committee's Special Prize, the 19th Environmental Communication Awards	Ministry of the Environment, Global Environmental Forum
Fuji Xerox Co., Ltd.	Highest in 2015 Japan Color Copier Customer Satisfaction Index Study SM Highest in 2015 Japan Color Printer Customer Satisfaction Index Study SM	J.D. Power Asia Pacific, Inc.
Fuji Xerox Co., Ltd.	The Prize of invention (Low fusing temperature toner using crystalline polyester)	Japan Institute of Invention and Innovation
Fuji Xerox Co., Ltd.	Incentive Award, 2015 Award for Development of Environmental Leaders in Companies (Basic environmental education & training for Nature Conservation Educators)	Ministry of the Environment, Environmental Consortium for Leadership Development
Fuji Xerox Co., Ltd.	The 5th Carbon Offset Grand Prize (Off-set for multifunction devices)	Carbon Offset Network, Japan
Fuji Xerox Co., Ltd.	Judge's Prize, Biodiversity Action Award 2015	Japan Committee for UNDB
Fuji Xerox Co., Ltd.	Energy Conservation Grand Prize 2015 (Products/business model category), Chairman's Prize of the Energy Conservation Center	The Energy Conservation Center, Japan
Fuji Xerox Co., Ltd.	Environment Preservation Award 2015	Environment Department, Bangkok Metropolitan Administration; Kasetsart University and The Energy and Environmental Engineering Center (EEEC)
Fuji Xerox Co., Ltd.	Product Stewardship Scheme certification	The Ministry of the Environment in New Zealand
Fuji Xerox Singapore Pte Ltd.	Sustainable Business Award Singapore 2015	Global Initiatives
Fuji Xerox Taiwan Corporation	Highest Prize, Taipei City Environmental Education Award	Department of Environmental Protection, Taipei City Government
Fuji Xerox Taiwan Corporation	2015 ROC Enterprise Environmental Protection Award (Bronze)	Environmental Protection Administration
TOYAMA CHEMICAL CO., LTD.	2015 Prize for Creativity	Ministry of Education, Culture, Sports, Science and Technology



Sustainability Accounting

(Labor Environment and Social Benefit Accounting, Environmental Accounting)

Labor Environment and Social Benefit Accounting

■ Overview of FY2015

- Expenditure on improving working conditions and for socially beneficial activities for different stakeholders is summarized.
- Efforts are made to create a worker-friendly environment through expanding educational seminars and supporting mental healthcare programs.
- For local communities, expenditure includes a donation to build the Japan Photographic Preservation Center and a product donation to the Nature Conservation Society of Japan. In the promotion of art and culture, expenditure includes Fujifilm Square as the base for preservation and communication concerning photographic culture, as well as for photo contests.

<Period of coverage>

FY2015 (April 1, 2015 to March 31, 2016)

<Scope of labor environment and social benefit accounting>

69 domestic companies in the Fujifilm Group (FUJIFILM Holdings, Fujifilm and 19 Fujifilm affiliates, Fuji Xerox and 46 Fuji Xerox affiliates, and TOYAMA CHEMICAL)

<Basic items>

● Objectives of labor environment and social benefit accounting

These accounts are prepared to allow the Fujifilm Group to keep up with its activities for improving the working environment of its employees and the amounts spent for social contributions by preparing data on these activities from an economic perspective.

● Accounting method

The expenditures (including investments) for the year have been added up to arrive at the figures shown. These figures do not include depreciation. Figures for personnel training and social contributions may overlap with figures in the Environmental Account as well.

Environmental Accounting

■ Overview of FY2015

● Environmental conservation costs

Reduction by approx. 17% in total. The breakdown is roughly the same as last year's, with approx. 5% into facility investment and roughly 95% into expenditure.

[Facility investments]

Reduced 140 million yen (approx. 7%) year-on-year. This is due to drop in investments into facilities related to plants.

[Expenditure]

Reduced 7.4 billion yen (approx. 18%) year-on-year. This is due to drop in R&D costs.

● Environmental conservation benefits

This resulted in year-on-year reduced by 11 billion yen (7%), when internal and external economic effects are combined.

[Internal economic effect]

Reduced roughly by 13% year-on-year.

[External economic effect]

Reduced benefits for customers by 6% on year-on-year.

■ Customer benefits

The customer benefits were calculated in amounts through comparing the use of a new product purchased by the client with the environmental burden when the customer uses an older product.

The total customers benefits for FY2015 reduced by 7.8 billion yen (approx. 7%) over the previous fiscal year. The decline in effect on customers is due to decline in effect in the area of LCD display films.

<Period of coverage>

FY2015 (April 1, 2015 to March 31, 2016)

<Scope of environmental accounting>

69 domestic companies in the Fujifilm Group (FUJIFILM Holdings, Fujifilm and 19 Fujifilm affiliates, Fuji Xerox and 46 Fuji Xerox affiliates and TOYAMA CHEMICAL)

<Basic items>

● Objectives of environmental accounting

- (1) To provide accurate quantitative information on volumes and economic effects to interested parties inside and outside the Group
- (2) To provide numerical environment-related information useful for decision making by management and supervisors at the working level

● Accounting method

Based on the "Environmental Accounting Guidelines (2005 edition)" published by the Ministry of the Environment in Japan.

- (1) Depreciation is calculated in principle according to the straight-line method over a three-year period.
- (2) When costs include expenditures for both environmental and non-environmental purposes, the portion relating to non-environmental purposes has been excluded.
- (3) Economic impact within the Group: The difference in value terms from the previous year in fines for polluting and usage of energy, raw materials, water, and other resources is accounted for, as well as the real impact of recovery, recycling, and other measures in value terms for the year in question.
- (4) Economic impact outside the Group: The difference in value terms from the previous fiscal year has been shown for SOx, VOCs, and CO₂. For recycling, the anticipated benefit in value terms has been shown for the year in question.

Product	Amount		
	FY2013	FY2014	FY2015
1. High-density magnetic memory materials	3,987	7,710	5,086
2. Pre-sensitized aluminum plate not using plate-making film	75,333	74,967	75,384
3. Film for LCDs: WV films	11,769	9,605	5,081
4. Digital color multifunction device and printers	24,656	27,585	26,482
Total	115,745	119,867	112,033

Labor Environment and Social Benefit Accounting

■ Breakdown of labor environment and social benefit accounting (million yen)

Stakeholder	Goal	Cost totals	
		FY2014	FY2015
Employees	Work health and safety	1,567	1,903
	Personnel training	2,655	3,011
	Protect diversity	1,088	829
	Develop a workplace in which employees can work comfortably	1,323	1,194
Customers	Ensure appropriate customer response and safety	282	258
Future generations	Education for future generations	3	12
Communities (local society and government)	Harmony with the local community	62	94
	Promote culture and the arts in society (in Japan)	813	902
International community	Consideration for the international community and international cultures	8	103
NGOs and NPOs	Cooperation with NGOs and NPOs	19	17
Suppliers	Consideration for products	59	57
Total		7,880	8,382

■ Volunteer activities during working hours

	FY2013	FY2014	FY2015
Hours spent on volunteer activities	7,210	1,435	1,505
Volunteering cost	19 million yen	4 million yen	4 million yen

*Volunteer activities

Calculated based on the hours spent on volunteer activities, such as area clean-up, working hours, the salary equivalent to that of those hours, and cost of the activities.

Environmental Accounting

■ Environmental accounting for FY2015

(million yen)

Environmental conservation costs					Environmental conservation benefits					
	Capital investment		Expenses		Economic impact inside the Group			Economic impact outside the Group		
	FY2014	FY2015	FY2014	FY2015		FY2014	FY2015		FY2014	FY2015
1. Costs incurred within the business site	1,307	1,127	7,793	5,015						
(1) Environmental damage prevention	237	352	2,034	1,313	Reduced pollution levy	0	1	Reduction in SOx emissions ^{*1} Reduction in volume of SOx emissions	0.000 -1 tons	0.000 13 tons
								Reduction in volume of NOx emissions	40 tons	30 tons
								Reduction in VOC emissions ^{*2} Reduction in volume of VOC	2 5 tons	9 25 tons
(2) Global environmental protection	1,068	723	3,506	1,983	Energy conservation	505	557	Reduction in CO ₂ emissions ^{*3} Reduction in volume of CO ₂ emissions	9 10 kilotons	10 16 kilotons
(3) Resource recycling	1	52	2,254	1,718	Reduced raw materials and resources used	8,590	6,025	Reduced waste materials through reuse and recycling ^{*4}	16,210	15,340
					Reduced water resource consumption ^{*5}	882	367			
					Recovery and recycling					
					Silver	1,109	920	Reduced volume ^{*6}	162.1 kilotons	153.4 kilotons
					Polymeric materials	451	394			
					Aluminum materials	122	125	Reuse of aluminum materials	24	17
Others	231	1,189	Reduced volume of CO ₂ emissions	20 kilotons	20 kilotons					
2. Upstream/downstream costs Recovery from the market	0	37	7,348	7,474	QuickSnap recovery, Parts recovered from used equipment	5,630	5,630			
3. Cost of management activities	71	46	9,134	8,150						
4. Research and development costs	592	629	17,464	13,672				Customer benefits are shown in the table on page 68.	119,867	112,033
5. Costs for social programs	6	0	61	62						
6. Costs for handling environmental damage Pollution levies	9	3	43	38						
Total	1,985	1,842	41,845	34,411		17,521	15,207		136,112	127,408

*1 SOx emissions reductions: ¥13/ton
Bidding price of SOx emissions credits offered by the United States Environmental Protection Agency in March 2015 (US\$0.11/ton).

*2 VOC emissions reductions: ¥350,000/ton
From the "Economics Evaluation Report on Countermeasures for Harmful Atmospheric Pollutants" issued by Japan Environmental Management Association for Industry, February 2004.

*3 CO₂ emissions reductions: ¥907/tons
Trading price of EU emissions credit 2015 futures (€6.8/ton) at the end of March 2015.

*4 Landfill costs for the waste product (¥100/kg).

*5 Water resource consumption reduction: ¥200/ton for clean water supply, ¥200/ton for sewage water times the reductions amount.

*6 Volume of recycle and valuable resources in generated industrial waste

Independent Assurance Report

FUJIFILM Holdings Corporation commissioned SGS Japan Inc. to conduct an independent assurance of the environmental and social data contained in its Sustainability Report 2016. Please refer to our website for further details.

<http://www.fujifilmholdings.com/en/sustainability/verification/index.html>



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the FUJIFILM Holdings Corporation Sustainability Report 2016.

NATURE AND SCOPE OF THE ASSURANCE
SGS Japan Inc. was commissioned by FUJIFILM Holdings Corporation (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability Report 2016. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included data on greenhouse gas (GHG) emissions (Scope 1, 2, and category 1 of Scope 3), amount of water emission and disposal, waste, VOC emissions, personnel and labor (FUJIFILM Corporation and Fuji Xerox Co., Ltd.), and the management systems supporting the reporting process. The data regarding GHG emissions, amount of water emission and disposal and waste consisted of data from FUJIFILM Corporation, Fuji Xerox Co., Ltd., Toyama Chemical Co., Ltd. and other affiliated companies.

The information contained in the Sustainability Report 2016 and its presentation are the responsibility of the directors or governing body and the management of the organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Sustainability Report 2016.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance with the intention to inform all the organization's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (2013) for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured at a moderate level of scrutiny using our protocols for:

- evaluation of content veracity;
- AA1000 Assurance Standard (2008) Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008);

The assurance comprised a combination of pre-assurance research, interviews with the management and the person in charge of producing the report (FUJIFILM Holdings Corporation head office), onsite visits (Toyama Center of Fuji Xerox Manufacturing Co., Ltd., FUJIFILM Corporation Yoshida-Minami Factory and FUJIFILM Holdings Corporation head office), verification and confirmation of vouchers, review of related materials and records, and analytical procedures.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the organization, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

knowledge, experience and qualifications of the each of the auditors registered with lead auditors of environmental and safety assessment systems (OHSAS), and lead

g the methodologies described above, nothing has come information and data contained within Sustainability Report n of the organization's sustainability activities from Apr 1,


can be used by the Reporting Organization's Stakeholders. opriate level of assurance for this stage in their reporting.

CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

he viewpoints of various media such as GRI guidelines, the business segments are also extracted. These stakeholders through external experts dialog, regional others. Additionally, the appropriateness of the issues y with external experts. The identified issues are reflected ynce and inevitability. The CSR division consists of staff antial training and experience.

Activities aimed at achieving social balance and erts are implemented even in this process. Additionally, d with external experts to check whether they are The issues reflected on the medium-term CSR plan are set

Responsiveness
The organization has disclosed the corresponding status to the identified issues through various media such as sustainability report and website. A system that facilitates discussion of the disclosed information with stakeholders is built and utilized. The disclosed information is not only limited to that which is highly important for the organizations, but also includes a wide range of information that is disclosed by considering the GRI guidelines or corporate surveys. Efforts to use the unified indexes for information disclosure to as great a degree as possible are made. As a result, there is a certain amount of undisclosed information due to the difficulties in unifying the indexes in the global company with various business segments and organizational scale. The relevant divisions monitor progress toward target achievement of the issues reflected on the medium-term CSR plan under their own responsibility.


For and on behalf of SGS Japan Inc.
Senior Executive & Business Manager
Certification and Business Enhancement
22nd June, 2016

 **AA1000**
Licensed Assurance Provider
000-8

Third-Party Opinion



Masahiko Kawamura

Director of ESG Research & Senior Research Fellow, NLI Research Institute

Profile

Master's degree from the Faculty of Engineering, Kyushu University, 1976. After working in Mitsui Ocean Development & Engineering Co., Ltd. (MODEC), entered NLI Research Institute in 1988. Specialist in environmental management, CSR management, environmental business, and integrated reporting. Vice Chairman of Sustainable Management Forum of Japan, Fellow of BERC, and Principal of CSR Members School, Alterna Research Institute. Publications include *The Perfect Guide to CSR Management*, *New Trends of Disclosure in Integrated Reporting* (co-author), *Carbon Disclosure* (editor), etc.

This report starts with a clearly defined commitment towards realizing a sustainable society. Next, the Group's Medium-Term CSR Plan, Sustainable Value Plan 2016 (SVP 2016) is presented together with details from the PDCA-cycle viewpoint using a number of diagrams and charts.

The practical application of SVP 2016 is then presented alongside *Social Issues (Risks in international society)* and the Group's *Basic Approach* to such issues. Next, an *Outline of Activities in FY2015 and Future Prospects* are described in a concise manner, before concluding the report with *Data and Information*.

I can see the efforts that have been made to communicate the Group's activities to readers. However, the total volume of information makes it somewhat difficult to grasp the progress and results of all the activities. I think it would be beneficial to insert a table that summarizes the targets, results, and prospects, or utilize a bullet style instead of a purely descriptive format.

Also, in *Main Issues and Areas of Responsibilities in Communications with Stakeholders* (page 58), the overall CSR management could be better understood if some links to the Priority Issues and Targets in SVP 2016 were included.

Top Commitment describes how the Group regards 2015 as a year of historic importance due to the agreements concerning Sustainable Development Goals (SDGs) and the Paris Agreement. The report states that the Group will make an active contribution to the sustainable development of society through its business. Such an advanced recognition of the times and social issues by senior management is still rare in Japanese corporations and this should be noted as a model.

Also, the Fujifilm Group's CSR approach and structure are reasonable and easy to understand. The link between SVP 2016 and the Medium-Term Management Plan is also visible.

SVP 2016 states that "solving social issues through business activities" is an opportunity for growth (opportunities) that is equivalent to the "creation of shared value (CSV)," and "conscious on environmental and social impact within business processes" is equivalent to "social impact from the business (risks) in the CSR approach defined in ISO 26000 (international CSR standards)."

SVP 2016 focuses on social issues and integrates CSR and CSV at the management level. This is a new business model for the 21st century, which creates both economic and social value at the same time, as well as matching the model of "CSR Management 2.0" that I have proposed.

This year's report is remarkable in terms of presenting the background and procedure of creating SVP 2016, and it also revises CSR materiality from the SDGs viewpoint (169 targets) associated with the comparison table. This is a wonderful CSR action plan.

I also note the awareness of human rights in overseas procurement, which has recently been in international focus. In particular, "elimination of product line stops caused by CSR risks at suppliers" in China is a result of efforts seldom made by Japanese companies. In the future, I would like to see reports on the status and issues concerning the primary suppliers in each region. The Group is now considering the establishment of a Human Rights Policy, and I believe that it is necessary for the Group to create its own global rules that can address the "soft laws" across the world as a part of risk management, in addition to being compliant with "hard laws" in each country or region as a prerequisite.

It seems that the next Medium-Term CSR Plan is already being discussed but the target year of the SDGs is 2030 and this cannot be achieved by a conventional three-year plan. As 2015 was the "first year of world sustainability," major trends and social issues across the globe may change significantly. Therefore, the Group should create a long-term strategy and vision that keeps even 2050 in sight.

The Fujifilm Group has achieved the 2016 target, a 10% reduction of CO₂ emissions from the product lifecycle compared to FY2005, as a part of its anti-global warming measures, and continues to make progress in its energy strategy towards the 2020 targets. In this sense, the Group needs to immediately create a super long-term vision in its aims to become a leader of the "non-carbon society" in the 21st century.

One point that concerns me is that there is no independent topics about climate change risks and "adaptation." When the impact from climate change becomes more obvious, the Group's own measures to adapt to this rising situation has the potential to be an "adaptation business." As for global water risks, the Group has made a clear analysis of the current status and established a direction as shown in the CDP water program. I hope that the Group aims to become "water neutral" across the value chain in the medium to long term.

I anticipate that the Fujifilm Group will continue to make concrete actions as one of Japan's representative companies.

Fujifilm Group Organization and Business Overview

Holding Company: FUJIFILM Holdings Corporation

Company name: FUJIFILM Holdings Corporation

Representative: Shigetaka Komori

Head office: Tokyo Midtown, 9-7-3 Akasaka, Minato-ku, Tokyo 107-0052, Japan

Established: January 20, 1934

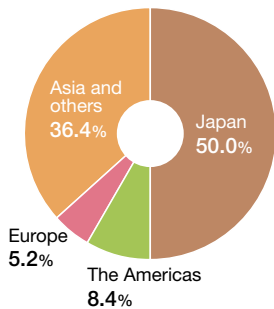
Capital: ¥40,363 million (as of March 31, 2016)

Employees: 112 (as of March 31, 2016)

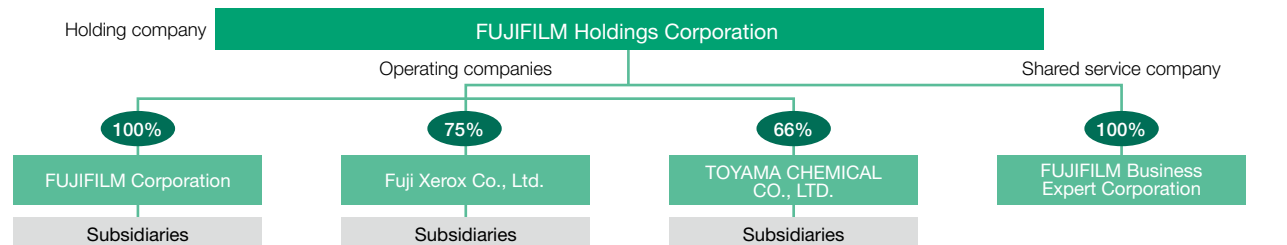
Consolidated employees: 78,150 (as of March 31, 2016)

Consolidated subsidiaries: 271 (as of March 31, 2016)

Proportion of consolidated employees by region (FY2015) (as of March 31, 2016)

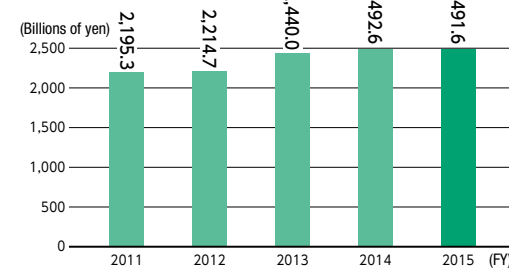


Fujifilm Group Organization Overview (as of March 31, 2016)



For information about the consolidated subsidiaries of FUJIFILM Holdings Corporation, please visit: <http://www.fujifilmholdings.com/en/business/group/index.html>

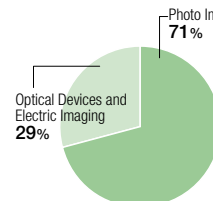
Consolidated revenue



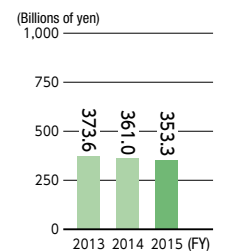
*Following organizational changes carried out in the first quarter of FY2013, the optical device business was moved from Information Solutions to Imaging Solutions.

Imaging Solutions

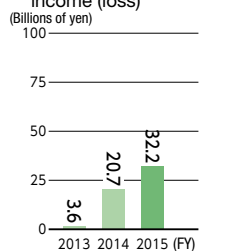
Proportion of revenue by business (FY2015)



Consolidated revenue*

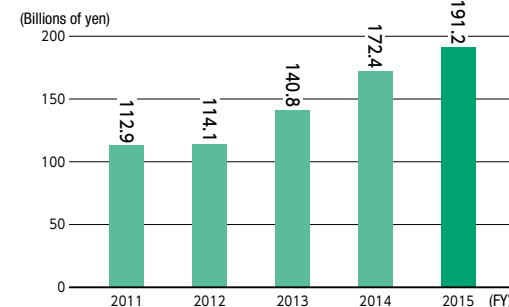


Consolidated operating income (loss)



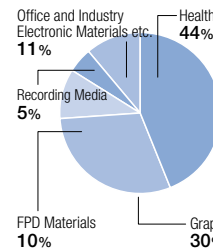
*After elimination of intersegment transaction

Consolidated operating income

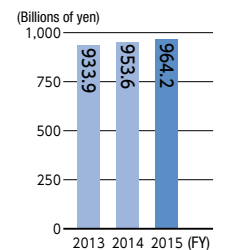


Information Solutions

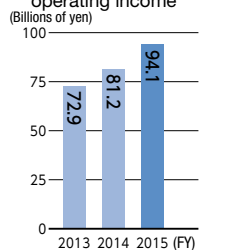
Proportion of revenue by business (FY2015)



Consolidated revenue*

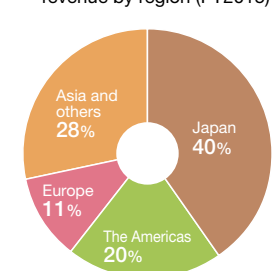


Consolidated operating income

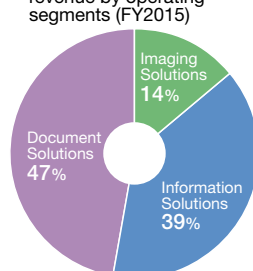


*After elimination of intersegment transaction

Proportion of consolidated revenue by region (FY2015)

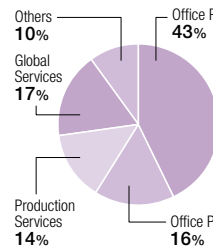


Proportion of consolidated revenue by operating segments (FY2015)

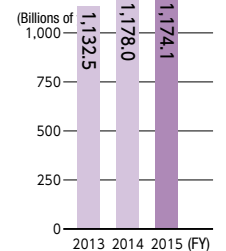


Document Solutions

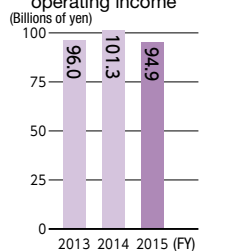
Proportion of revenue by business (FY2015)



Consolidated revenue*



Consolidated operating income



*After elimination of intersegment transaction

Editorial Policy

FUJIFILM Holdings Sustainability Report 2016 was edited with the major emphasis on our CSR activities, which have high relevance to both the Fujifilm Group and its stakeholders. Out of the three aspects generally involved in a corporation's activities, it is the areas of the environment and society that are the focus of our activities. The main article in the Report describes the progress in FY2015 along with Fujifilm Group's Medium-Term CSR Plan, and our Sustainable Value Plan 2016.

FY2015 places us halfway through SVP 2016, and the Report spotlights progress made under the three promotion policies. Additionally, the Group's priority issues were reexamined from the perspective of "Sustainable Development Goals (SDGs)" adopted at the UN General Assembly in September 2015. The review findings are also featured (see page 11). At the same time, we have focused on visual effects and layout to present the contents of and progress with our activities in an easy-to-understand manner, using icons to emphasize important points, and color codes to distinguish articles related to each policy, as we did in the Report 2015.

"Other CSR Activities" and "Data and Information" are also covered for completeness. At the same time, the content has been made accessible from the perspectives of ESG, ISO 26000 and GRI G4 to assist searching by CSR-related issues. We have continued to request independent assurance of our environmental and social activity data, in addition to the conventional third-party opinions on each theme, in order to ensure the accuracy of our reporting.

Each Fujifilm Group company, including Fujifilm and Fuji Xerox, has its own CSR website for active disclosure of information on their CSR activities. For more details of the Fujifilm Group's CSR activities, please refer to each company's official website.

Please note that Fujifilm has obtained independent assurance of the following information.

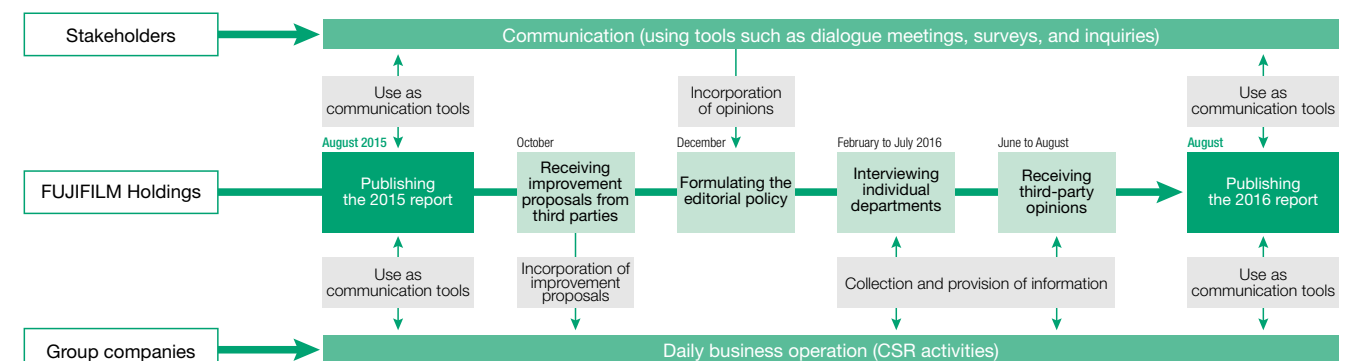
- Greenhouse gases emissions [Scope 1, 2 & 3 (Category 1)]
- Volumes of water input and discharge
- Volume of waste generated
- Volume of VOC emissions
- Data on Personnel and Labor (for Fujifilm and Fuji Xerox)
- Management systems supporting the reporting process

<http://www.fujifilmholdings.com/en/sustainability/index.html>

We welcome your comments to improve our future reports. We would appreciate your participation in the questionnaire accessible from the following URL:

<http://www.fujifilmholdings.com/en/sustainability/report/questionnaire/index.html>

Process of creating the report



Period covered by the report

FY2015 (April 1, 2015–March 31, 2016) is covered in the performance data. With regards to the contents of activities, wherever possible, we have conveyed the most recent trends, including activities in FY2016.

Organizations covered by the report

The Fujifilm Group (FUJIFILM Holdings, FUJIFILM Corporation and its affiliates, Fuji Xerox and its affiliates, TOYAMA CHEMICAL, and FUJIFILM Business Expert)

Major consolidated companies are shown on page 72 and on our website.

<http://www.fujifilmholdings.com/en/business/group/index.html>

Quantitative information about personnel and labor affairs is nonconsolidated data for FUJIFILM Corporation and Fuji Xerox.

The scope of Labor Environment and Social Benefit Accounting is shown on page 68.

The scope of Environmental Accounting is shown on page 68.

The scope of environmental aspects is shown on page 63.

Date of publication

August 2016 (next report: August 2017, previous report: August 2015)

Referenced guidelines

- Japan's Ministry of the Environment: Environmental Reporting Guidelines (2012 Version)
- GRI: Sustainability Reporting Guidelines (G4)
- Japan's Ministry of the Environment: Environmental Accounting Guidelines (2005 Version)
- ISO 26000: Social Responsibility

Supplemental information regarding reported matters

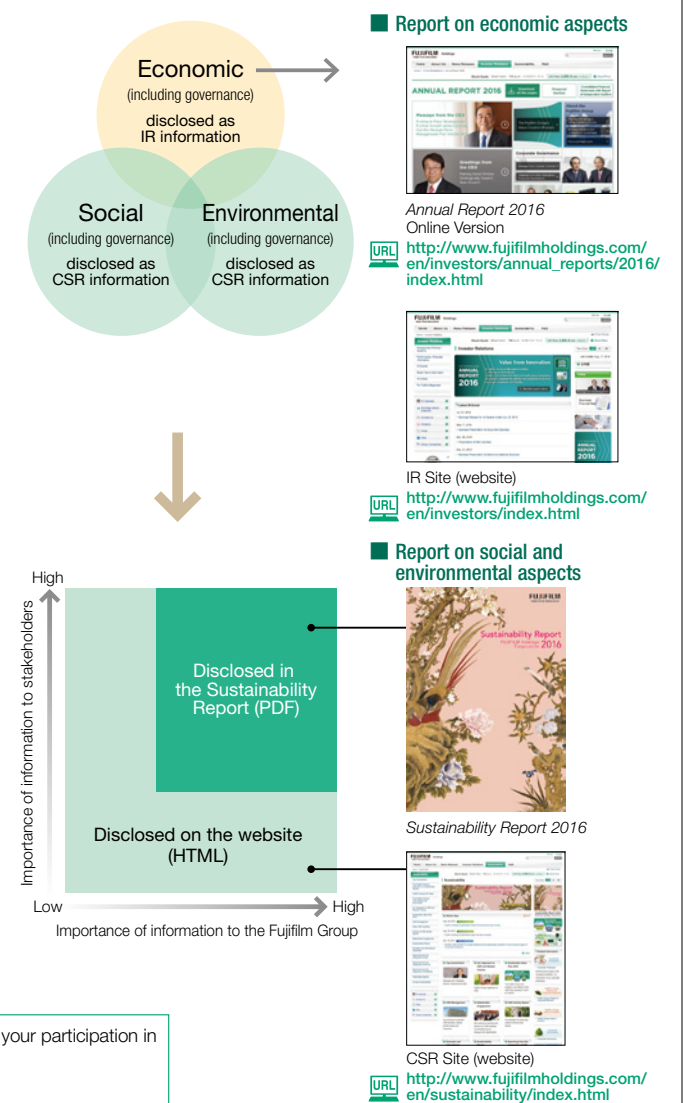
- The term "employees" refers to all employees, including managers, general employees, and part-time staff. The term "company employees" indicates employees (full-time staff). To further ensure the accuracy of the report, the terms "regular employees" and "non-regular employees" (temporary staff, part-time staff, others) have been used separately as required.
- The operating company, Fuji Xerox, issues a separate sustainability report. Please refer to that report for details on the activities of Fuji Xerox.

[GRI Guidelines (G4) Comparison Table] (In accordance-Core)

<http://www.fujifilmholdings.com/en/sustainability/report/guideline/index.html>

[ISO 26000 Comparison Table]

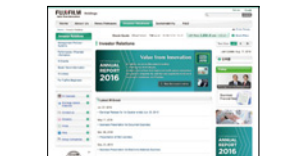
<http://www.fujifilmholdings.com/en/sustainability/report/iso26000/index.html>



Report on economic aspects

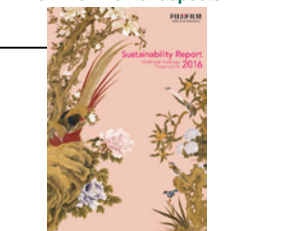


Annual Report 2016 Online Version
http://www.fujifilmholdings.com/en/investors/annual_reports/2016/index.html



IR Site (website)
<http://www.fujifilmholdings.com/en/investors/index.html>

Report on social and environmental aspects



CSR Site (website)
<http://www.fujifilmholdings.com/en/sustainability/index.html>

◎ About the art works on the front cover

The Fujifilm Group is recording and storing cultural and artistic works in the form of photos and images to pass on to future generations. We do this as part of our social contribution through our business. Thanks to cooperation from the Nara National Museum, we are presenting works owned by the museum on the front cover of this report.



Jurōjin, Birds and Flowers

Nara National Museum

Individual items:

Left: Flowers and Birds Painting (Part 1)

Right: Flowers and Birds Painting (Part 2)

The word *kacho*, meaning “flowers and birds,” has been used in Japan since ancient times and can be even found in the *Man'yōshū* (Japan's oldest collection of poems). However, it is believed that it was during the Muromachi Period (1336–1573) that the combination of *flowers and birds* became more independently used as a theme in painting.

Later, in the Edo Period (1603–1868), the style became more realistic and it developed into a popular theme for painters. For the front page of this year's report, two *flowers and birds* paintings were selected from Nara National Museum's collection.

Photo courtesy of Nara National Museum

Nara National Museum

50 Noboriojicho, Nara, Nara Prefecture 630-8213, Japan Phone: 050-5542-8600

http://www.narahaku.go.jp/english/index_e.html

The establishment of Nara National Museum was first planned in May 1889 by the government of the day as one of three imperial museums, the others being in Tokyo and Kyoto; it actually opened in April 1895. Nara National Museum marked the 120th anniversary of its foundation in 2015.

■ Please address inquiries on this publication to:

FUJIFILM Holdings Corporation

CSR Group, Corporate Planning Division

Tokyo Midtown, 9-7-3 Akasaka, Minato-ku, Tokyo 107-0052

Tel.: +81-3-6271-2065 Fax: +81-3-6271-1190

<http://www.fujifilmholdings.com/en/sustainability/contact/index.html>

Guideline Comparison Tables

ISO26000 / GRI Guideline

ISO26000 Comparison Table

FUJIFILM Holdings has created a comparison table to verify if the information is disclosed in accordance with the seven core subjects of “ISO26000 Guidance on Social Responsibility” published in November 2010.

ISO26000 Core Subjects	Issues	References on the website/in this Report	Pages in this Report
Organizational Governance	Organizational Governance	Top Commitment Corporate Governance CSR Management 《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. 《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR ◆ Annual Report: http://www.fujifilmholdings.com/en/investors/annual_reports/2016/index.html	P. 04-05 P. 56 P. 57 P. 34-35 P. 36-39 P. 43-46 —
Human Rights	1. Due diligence 2. Human rights risk situations 3. Avoidance of complicity 4. Resolving grievances 5. Discrimination and vulnerable groups 6. Civil and political rights 7. Economic, social and cultural rights 8. Fundamental principles and rights at work	《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. 《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR Social Contribution Activities Stakeholder Communication Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 34-35 P. 36-39 P. 43-46 P. 53-55 P. 59 P. 61 P. 62
Labour Practices	1. Employment and employment relationships 2. Conditions of work and social protection 3. Social dialogue 4. Health and safety at work 5. Human development and training in the workplace	《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. 《Promotion Policy 3》 [Priority Issue 2] Develop and Utilize Diverse Human Resources 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 34-35 P. 40-42 P. 43-46 P. 61 P. 62
The Environment	1. Prevention of pollution 2. Sustainable resource use 3. Climate change mitigation and adaptation 4. Protection of the environment, biodiversity and restoration	《Promotion Policy 1》 [Environment] 《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures 《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling 《Promotion Policy 2》 [Priority Issue 3] Ensure Product and Chemical Safety 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR Social Contribution Activities Environmental Aspects Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 20-21 P. 24-25 P. 26-29 P. 30-31 P. 32 P. 43-46 P. 53-55 P. 63-66 P. 68-69
Fair Operating Practices	1. Anti-corruption 2. Responsible political involvement 3. Fair competition 4. Promoting social responsibility in the value chain 5. Respect for property rights	《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. 《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR Compliance and Risk Management Products and Services which Reflect Our Customers' Views ◆ Web Site: Approach to Intellectual Property http://www.fujifilmholdings.com/en/rd/property/index.html	P. 34-35 P. 36-39 P. 43-46 P. 60 P. 50-52 —
Consumer Issues	1. Fair marketing, factual and unbiased information and fair contractual practices 2. Protecting consumers' health and safety 3. Sustainable consumption 4. Consumer service, support, and complaint and dispute resolution 5. Consumer data protection and privacy 6. Access to essential services 7. Education and awareness	《Promotion Policy 1》 Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services. 《Promotion Policy 1》 [Health] 《Promotion Policy 1》 [Daily Life] 《Promotion Policy 1》 [Environment] 《Promotion Policy 1》 [Working Style] Products and Services which Reflect Our Customers' Views ◆ Web Site: Application of Management System http://www.fujifilmholdings.com/en/sustainability/vision/activity.html ◆ Web Site: Quality Policy http://www.fujifilmholdings.com/en/sustainability/vision/quality.html	P. 12 P. 13-16 P. 17-19 P. 20-21 P. 22-23 P. 50-52 — —
Community Involvement and Development	1. Community involvement 2. Education and culture 3. Employment creation and skills development 4. Technology development and access 5. Wealth and income creation 6. Health 7. Social investment	《Promotion Policy 1》 [Health] 《Promotion Policy 1》 [Daily Life] Social Contribution Activities Stakeholder Communication Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 13-16 P. 17-19 P. 53-55 P. 59 P. 68-69

GRI Guideline (G4) Comparison Table (GRI Content Index for “In Accordance”)

The Report is in accordance with the CORE of the GRI Sustainability Reporting Guidelines (G4).

GENERAL STANDARD DISCLOSURES	Indicators		References on the website/in this Report	Pages in this Report
Strategy and Analysis	G4-1	Statement from the most senior decision-maker of the organization	Top Commitment	P. 04-05
	G4-2	Description of key impacts, risks, and opportunities	Fujifilm Group’s Corporate Social Responsibility (CSR) FUJIFILM Sustainable Value Plan 2016 ◆ Web: Medium-term Management Plan http://www.fujifilmholdings.com/en/about/vision/index.html ◆ Web: Compliance & Risk Management http://www.fujifilmholdings.com/en/about/governance/compliance/index.html	P. 09 P. 10-11 —
Organizational Profile	G4-3	Name of the organization	Fujifilm Group Organization and Business Overview	P. 72
	G4-4	Primary brands, products and/or services	Fujifilm Group’s Technologies and Businesses Fujifilm Group Organization and Business Overview ◆ Web: Business Field http://www.fujifilmholdings.com/en/business/field/index.html	P. 08 P. 72 —
	G4-5	Location of the organization’s headquarters	Fujifilm Group Organization and Business Overview	P. 72
	G4-6	Number and names of countries where the organization operates	Fujifilm Group Organization and Business Overview ◆ Web: Group Companies http://www.fujifilmholdings.com/en/business/group/index.html ◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	P. 72 — —
	G4-7	Nature of ownership and legal form	Fujifilm Group Organization and Business Overview ◆ Web: Group Companies http://www.fujifilmholdings.com/en/business/group/index.html	P. 72 —
	G4-8	Markets served	Fujifilm Group’s Technologies and Businesses Fujifilm Group Organization and Business Overview ◆ Web: Business Field http://www.fujifilmholdings.com/en/business/field/index.html	P. 08 P. 72 —
	G4-9	Scale of the reporting organization	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox) Fujifilm Group Organization and Business Overview ◆ Web: Fact Sheet http://www.fujifilmholdings.com/en/about/factsheet/index.html ◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	P. 61 P. 62 P. 72 — —
	G4-10	Details of workforce	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox) Fujifilm Group Organization and Business Overview ◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	P. 61 P. 62 P. 72 —
	G4-11	Percentage of total employees covered by collective bargaining agreements	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
	G4-12	Organization’s supply chain	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. 《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR	P. 25 P. 34-35 P. 43-45
	G4-13	Significant changes during the reporting period	No significant changes	

Organizational Profile	G4-14	Whether and how the precautionary approach or principle is addressed by the organization	<p>Fujifilm Group's Approach to a Sustainable Society</p> <p>《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling</p> <p>《Promotion Policy 2》 [Priority Issue 3] Ensure Product and Chemical Safety</p> <p>《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management</p> <p>CSR Management</p>	<p>P. 6-7</p> <p>P. 30-31</p> <p>P. 32</p> <p>P. 36-37</p> <p>P. 57</p>
	G4-15	Externally developed charters, principles, or other initiatives to which the organization subscribes or endorses	<p>《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures (Japan Chemical Industry Association (JCIA))</p> <p>《Promotion Policy 2》 [Priority Issue 3] Ensure Product and Chemical Safety (Joint Article Management Promotion-consortium (JAMP))</p> <p>《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management (Nippon CSR Consortium)</p>	<p>P. 28</p> <p>P. 32</p> <p>P. 39</p>
	G4-16	Memberships of associations and national or international advocacy organizations	<p>《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR (Japan Electronics and Information Technology Industries Association (JEITA))</p> <p>◆ Web: Domestic and International Appraisals [Main participation Group] http://www.fujifilmholdings.com/en/sustainability/verification/index.html</p>	<p>P. 43-45</p> <p>—</p>
Identified Material Aspects and Boundaries	G4-17	All entities included in the organization's financial statements or equivalent documents	<p>Fujifilm Group Organization and Business Overview</p> <p>◆ Web: Fact Sheet http://www.fujifilmholdings.com/en/about/factsheet/index.html</p>	<p>P. 72</p> <p>—</p>
	G4-18	Process for defining report content and Boundaries	FUJIFILM Sustainable Value Plan 2016 CSR Management Editorial Policy	<p>P. 10-11</p> <p>P. 57-58</p> <p>P. 73</p>
	G4-19	All the material Aspects identified in the process for defining report content	FUJIFILM Sustainable Value Plan 2016	P. 10-11
	G4-20	Report the Aspect Boundary within the organization	<p>Fujifilm Group Organization and Business Overview</p> <p>Editorial Policy</p> <p>FUJIFILM Sustainable Value Plan 2016 Promotion Policy 1: Fujifilm Group and Customers</p>	<p>P. 72</p> <p>P. 73</p> <p>P. 12</p>
	G4-21	Report the Aspect Boundary outside the organization	<p>FUJIFILM Sustainable Value Plan 2016 Promotion Policy 2: Fujifilm Group</p> <p>FUJIFILM Sustainable Value Plan 2016 Promotion Policy 3: Fujifilm Group and Suppliers</p>	<p>P. 24</p> <p>P. 34</p>
	G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements	N/A	N/A
	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	N/A	N/A
Stakeholder Engagement	G4-24	Stakeholder groups engaged by the organization	CSR Management	P. 58-59
	G4-25	Basis for identification and selection of stakeholders	CSR Management	P. 57-58
	G4-26	Approach to stakeholder engagement	CSR Management Stakeholder Communication	<p>P. 57-58</p> <p>P. 59</p>
	G4-27	Key topics and concerns raised through stakeholder engagement	<p>《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures</p> <p>《Promotion Policy 3》 [Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR</p> <p>CSR Management</p> <p>Stakeholder Communication</p> <p>Third-Party Opinion</p>	<p>P. 29</p> <p>P. 45</p> <p>P. 57-58</p> <p>P. 59</p> <p>P. 71</p>
Report Profile	G4-28	Reporting Period for information provided	Editorial Policy	P. 73
	G4-29	Date of most recent report	Editorial Policy	P. 73
	G4-30	Reporting cycle	Editorial Policy	P. 73
	G4-31	Contact point for questions	<p>Editorial Policy</p> <p>◆ Web: Contact Sustainability http://www.fujifilmholdings.com/en/sustainability/contact/index.html</p>	<p>P. 73</p> <p>—</p>

Report Profile	G4-32	Report the 'in accordance' option chosen, content index, and external assurance report	Independent Assurance Report Editorial Policy GRI Guideline (G4) Comparison Table ◆ Web: Domestic and International Appraisals http://www.fujifilmholdings.com/en/sustainability/verification/index.html	P. 70 P. 73 — —
	G4-33	Organization's policy and current practice with external assurance of the report	Third-Party Opinion Editorial Policy	P. 71 P. 73
Governance	G4-34	Governance structure of the organization	Corporate Governance	P. 56
	G4-35	Process for delegating authority for sustainability topics from the board to senior executives and other employees	Corporate Governance	P. 56
	G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Corporate Governance CSR Management ◆ Web: Corporate Governance http://www.fujifilmholdings.com/en/about/governance/index.html	P. 56 P. 57 —
	G4-38	Composition of the board and its committees	Corporate Governance ◆ Web: Corporate Governance http://www.fujifilmholdings.com/en/about/governance/index.html ◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	P. 56 — —
	G4-39	Whether the chair of the board is also an executive officer	Corporate Governance ◆ Web: Corporate Governance http://www.fujifilmholdings.com/en/about/governance/index.html	P. 56 —
	G4-40	Nomination and selection processes for the board and its committees	CSR Management ◆ Annual Report: Corporate Governance http://www.fujifilmholdings.com/en/investors/annual_reports/2016/pack/pdf/Annual-Report-2016.pdf	P. 57 —
	G4-42	Board's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainability impacts	Corporate Governance CSR Management ◆ Web: Corporate Governance http://www.fujifilmholdings.com/en/about/governance/index.html ◆ Annual Report: Corporate Governance http://www.fujifilmholdings.com/en/investors/annual_reports/2016/pack/pdf/Annual-Report-2016.pdf	P. 56 P. 57 — —
	G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Corporate Governance	P. 56
	G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	CSR Management	P. 57
	G4-45	Board's role in the identification and management of sustainability impacts, risks, and opportunities, and in the implementation of due diligence processes	CSR Management	P. 57
	G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management CSR Management ◆ Annual Report: Corporate Governance http://www.fujifilmholdings.com/en/investors/annual_reports/2016/pack/pdf/Annual-Report-2016.pdf	P. 37 P. 57 —
	G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Corporate Governance	P. 57
	G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	FUJIFILM Sustainable Value Plan 2016 CSR Management	P. 10-11 P. 57
	G4-49	Process for communicating critical concerns to the highest governance body	《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management Corporate Governance ◆ Web: Corporate Governance Guideline http://www.fujifilmholdings.com/en/about/governance/pdf/ff_governance_guideline_en.pdf	P. 37 P. 57 —

Governance	G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	N/A	N/A
	G4-51	The remuneration policies for the board and senior executives, and the linkage between performance criteria and the organization's sustainability objectives	◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	—
	G4-52	Process for determining remuneration	◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	—
	G4-53	How stakeholders' views are sought and taken into account regarding remuneration	◆ Annual Report: Corporate Governance http://www.fujifilmholdings.com/en/investors/annual_reports/2016/pack/pdf/Annual-Report-2016.pdf ◆ Securities Report Yuka Shoken Houkokusho (Japanese only)	— —
	G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
Ethics and Integrity	G4-56	Organization's values, principles, standards and norms of behavior	Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Corporate Social Responsibility (CSR) FUJIFILM Sustainable Value Plan 2016 CSR Management	P. 04-05 P. 06-07 P. 09 P. 10-11 P. 57
	G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management	P. 36-37
SPECIFIC STANDARD DISCLOSURES		Indicators	References on the website/in this Report	Pages in this Report
Economic	DMA		Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 1》 Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services. CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 12 P. 57-58
	Economic Performance	G4-EC1	Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting) Fujifilm Group Organization and Business Overview	P. 68-69 P. 72
		G4-EC2	《Promotion Policy 1》 [Environment] 《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 20-21 P. 26-29 P. 68-69
	Indirect Economic Impacts	G4-EC7	Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses Social Contribution Activities	P. 06-07 P. 08 P. 53-55
Environmental	DMA		Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 1》 Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services. 《Promotion Policy 1》 [Environment] 《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 12 P. 20-21 P. 24-25 P. 34-35 P. 57-58

Environmental	Materials	G4-EN1	Materials used by weight or volume	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
		G4-EN2	Percentage of materials used that are recycled input materials	《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 30-31 P. 63-66
	Energy	G4-EN3	Energy consumption within the organization	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
		G4-EN5	Energy intensity	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
	Energy	G4-EN6	Reduction of energy consumption	《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures Environmental Aspects	P. 26-27 P. 63-66
	Water	G4-EN8	Total water withdrawal by source	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 24-25 P. 30-31 P. 63-66
		G4-EN9	Water sources significantly affected by withdrawal of water	《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 30-31 P. 63-66
		G4-EN10	Percentage and total volume of water recycled and reused	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 24-25 P. 30-31 P. 63-66
	Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
		G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
	Emissions	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
		G4-EN18	Greenhouse gas (GHG) emissions intensity	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures Environmental Aspects	P. 24-25 P. 26-27 P. 63-66
		G4-EN19	Reduction of greenhouse gas (GHG) emissions	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures Environmental Aspects	P. 24-25 P. 26-27 P. 63-66
		G4-EN21	NOx, SOx, and other significant air emissions	《Promotion Policy 2》 Solve environmental issues within business processes actively. Environmental Aspects	P. 24-25 P. 63-66
	Effluents and Waste	G4-EN22	Total water discharge by quality and destination	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 24-25 P. 30-31 P. 63-66
		G4-EN23	Total weight of waste by type and disposal method	《Promotion Policy 2》 Solve environmental issues within business processes actively. 《Promotion Policy 2》 [Priority Issue 2] Promote Resource Recycling Environmental Aspects	P. 24-25 P. 30-31 P. 63-66
	Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	《Promotion Policy 1》 [Environment] 《Promotion Policy 2》 [Priority Issue 1] Promote Global Warming Countermeasures Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 20-21 P. 26-29 P. 68-69
	Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Aspects	P. 63-66

Environmental	Transport	G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	《Promotion Policy 2》 Solve environmental issues within business processes actively.	P. 24-25
	Overall	G4-EN31	Total environmental protection expenditures and investments by type	Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 68-69
	Supplier Environmental Assessment	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	N/A	N/A
	Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environmental Aspects	P. 63-66
Labor Practices and Decent Work	DMA			Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 1》 [Working Style] 《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 22-23 P. 34-35 P. 57-58
	Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
		G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
		G4-LA3	Return to work and retention rates after parental leave, by gender	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
	Labor/Management Relations	G4-LA6	Type and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
		G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	N/A	N/A
		G4-LA8	Health and safety topics covered in formal agreements with trade unions	《Promotion Policy 3》 [Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management	P. 36-37
	Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	《Promotion Policy 3》 [Priority Issue 2] Develop and Utilize Diverse Human Resources Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 40-42 P. 68-69
		G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	《Promotion Policy 3》 [Priority Issue 2] Develop and Utilize Diverse Human Resources Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 40-42 P. 68-69
	Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Personnel and Labor (FUJIFILM Corporation) Personnel and Labor (Fuji Xerox)	P. 61 P. 62
	Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	N/A (No remuneration difference between women and men)	N/A
	Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	N/A	N/A
Human Rights	DMA			Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 3》 Enhance the CSR framework supporting the corporate activities across the value chain. Respect for Human Rights CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 34-35 P. 39 P. 57-58

Human Rights	Investment	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A	N/A
		G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)	P. 68-69
	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	N/A	N/A
	Freedom of Association and Collective	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	《Promotion Policy 3》[Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR	P. 43-45
	Child Labor	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	《Promotion Policy 3》[Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR	P. 43-45
	Forced or Compulsory Labor	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	《Promotion Policy 3》[Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR	P. 43-45
	Security Practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	N/A	N/A
	Indigenous Rights	G4-HR8	Total number of incidents of violations involving rights of Indigenous Peoples and actions taken	N/A	N/A
	Supplier Human Rights Assessment	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	《Promotion Policy 3》[Priority Issue 3] Enhance Value Chain Management from the Viewpoint of CSR	P. 43-45
Society	DMA			Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 3》Enhance the CSR framework supporting the corporate activities across the value chain. Social Contribution Activities CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 34-35 P. 53-55 P. 57-58
	Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Social Contribution Activities Stakeholder Communication	P. 53-55 P. 59
		G4-SO2	Operations with significant actual and potential negative impacts on local communities	N/A	N/A
	Anti-corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	《Promotion Policy 3》[Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management	P. 36-39
		G4-SO5	Confirmed incidents of corruption and actions taken	《Promotion Policy 3》[Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management Compliance and Risk Management	P. 36-39 P. 60
	Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	《Promotion Policy 3》[Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management	P. 36-39
	Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	《Promotion Policy 3》[Priority Issue 1] Raise Compliance Awareness and Ensure Risk Management Environmental Aspects	P. 36-39 P. 63-64

Product Responsibility	DMA			Top Commitment Fujifilm Group's Approach to a Sustainable Society Fujifilm Group's Technologies and Businesses FUJIFILM Sustainable Value Plan 2016 《Promotion Policy 1》Contribute to solving social issues concerning the environment, people's health, daily life, and working style through our products and services. Products and Services which Reflect Our Customers' Views CSR Management	P. 04-05 P. 06-07 P. 08 P. 10-11 P. 12 P. 50-51 P. 57-58
	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	《Promotion Policy 1》[Health] Products and Services which Reflect Our Customers' Views	P. 13-16 P. 50-51
	Product and Service Labeling	G4-PR5	Results of surveys measuring customer satisfaction	Products and Services which Reflect Our Customers' Views	P. 50-51

Regarding “Pages in this Report”:

N/A: When those indicators have little relation with the Fujifilm Group's business or there is no need of management.