Value from Innovation

At Fujifilm, we are continuously innovating — creating new technologies, products and services that inspire and excite people everywhere. Our goal is to empower the potential and expand the horizons of tomorrow's businesses and lifestyles.

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.

The Fujifilm Group celebrated its 80th anniversary in January 2014. To be "a company trusted by society and which walks together with society," since our foundation we have strived to create new values to help resolve social challenges. The greater scale of the challenges surrounding today's society is evident—including global warming—and this is surely the time for a company to demonstrate its raison d'être in society. Regarding the 80th anniversary as our new starting line, we continue to contribute to the sustainable development of society for the next generation through our business activities.

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Never stopping the progress in business reform

Japan’s real economic growth in FY2013 stood at 2.3%, rising far above the 0.7% recorded in the previous fiscal year. I believe this is the result of the joint efforts between the government and industry in implementing the structural reform of Japan gradually being felt in various areas. The Japanese government is about to compile its growth strategy consisting of a “Big-Boned Policy,” “Japan Revitalization Strategy” and “Regulatory Reform Implementation Plan,” which the industrial sector must actively apply and work even harder to restore Japan to a course of growth.

At the same time, the growth and stability of Japan has become closely linked to growth and stability in other countries with advances in economic globalization. Japan can no longer focus its attention only on its own prosperity. Once there is stagnation in economic activity or strife in an emerging nation, it immediately impacts the economic and political situation in various industrialized nations. Natural disasters or environmental pollution in one country will impose a heavy burden on all neighboring nations. In the course of natural disasters or environmental pollution in one country, it immediately impacts the economic and political situation in various industrialized nations. Natural disasters or environmental pollution in one country will impose a heavy burden on all neighboring nations. In the course of the development and growth of a business corporation, region or nation, it is important to shed a self-centered focus only on one’s own organization or nation and to replace it with a broad perspective extending to the region and to the world and with an awareness to promote coexistence and co-prosperity.

Today, Fujifilm operates in many different parts of the world, and the ratio of our overseas business has reached 57.5% (for FY2013) of consolidated sales. In order to survive the intense global competition and to continue to maintain our status as an “excellent company,” we must pursue continual business reform and embrace change from new perspectives, unconfined by existing approaches and practices, and ultimately engender change itself.

Triggering innovation and creating value

Fujifilm celebrated its 80th anniversary in January 2014. From its birthplace in Minami-ashigara, Kanagawa Prefecture, the company aspired to manufacture photographic films domestically. Since then, it has been promoting business growth as a company trusted by and progressing with society. Founded on its strengths in technology, product development and marketing and on its trusted brand name cultivated through photo film development, Fujifilm is operating in the six business fields of “Healthcare” covering medical equipment, pharmaceuticals, cosmetic products, etc., “Graphic Systems” for printing equipment and media; “Highly Functional Materials” that include optical film for LCD panels and touch panel parts and materials; “Optical Devices” including TV lenses and optical parts for satellites; “Digital Imaging” featuring digital cameras and photo books; and “Document Solutions” representing Fuji Xerox multi-function devices and solution services. Fujifilm has become a corporate group reporting consolidated sales of ¥2.44 trillion, possessing a workforce of 79,000 and with 273 subsidiaries in 40 countries (as of the end of March 2014). We are indebted to the strong support and patronage of our many stakeholders.

In marking our 80th anniversary, we have engaged in exhaustive deliberations into the ideal image for the Fujifilm Group in order to achieve further growth and have decided to express our unified will in the new corporate slogan: “Value from Innovation.”

Supporting this corporate slogan is our brand statement that we ourselves will assemble knowledge and technology to express our unified will in the new corporate slogan: “Value from Innovation.”

According to a report recently published by the Intergovernmental Panel on Climate Change (IPCC), “there is no doubt that the climate system is warming.” We can no longer afford to wait to implement measures to resolve global warming. In order to achieve the sustainable development that is the desire of all mankind, people and organizations must make their own efforts from their respective standpoints.

As a manufacturing business, Fujifilm’s role is to address these issues with innovative products, services and technologies. SVP 2016 expresses our resolve to have all employees uphold the perspective of resolving social issues to create innovation.

The demands of society toward business enterprises change with time. We are now under scrutiny not only for our financial figures on sales, profits, etc., but also on how products and services that our business delivers are creating value to society and contributing to resolving social issues. We do not intend to be satisfied with the status quo but will pay careful attention to global conditions, the awareness and ways of thinking of people and the changes in global trends. We will create innovation continually in all our business processes, including R&D, manufacturing and sales and staff operations to create new value for our customers and society and contribute to building a sustainable society.
Fujifilm Group’s 80 Years
Challenge “Innovation”—Responding to Varying Social Needs

1934
Fuji Photo Film Co., Ltd., established

1936
Motion picture film & plate-making film

1936
X-ray film

1948
Color reversal film and still cameras

1950–
Business expanded into medical printing (X-ray diagnosis), electronic photography, and magnetic materials by applying photographic film production technology.

1980–
Quickly adopted digital technology in photographic, medical, and printing businesses and successfully commercialized new products.

1983
World’s first digital X-ray system, FCR

1985
World’s first one-time-use recyclable camera, QuickSnap

1988
World’s first digital still camera, DS-1P

1992
Full-color digital copy machine, Acolor

1996
World’s first film to widen LCD screen viewing-angle, WV Film

1998
World’s first consumer megapixel digital camera, FinePix 700

2001
High-speed, high-precision and space-saving multifunction device, DocuCentre Color 400CP

2004–
Developed new businesses that widely contribute to society beyond the business area of “image and information.”

2007
ASTALIFT, a new skincare series

2008
Full-scale operation of pharmaceutical business

2010
Enacted the Medium-Term CSR plan, Sustainable Development Plan 2016

2011
Highly sensitive immunochromatographic diagnostic system for influenza virus

2012
World’s first barium-ferrite magnetic tape, LTO Ultrium

2014
We continue our challenge to create innovative technologies, products, and services

CSR

1977
Established Fuji Xerox Co., Ltd. Settsuwan Koyabashi Memorial Fund for academic exchanges

1983
FujiFilm Green Fund public trust established

1989
Started support to produce large-font textbooks

1991
Completed microfilming 160,000 books from the Meiji period owned by National Diet Library

1996
Started incorporation of recycled parts to a production line with an aim to achieve zero-waste

1998
World’s first automated recycling and production factory for QuickSnap

1998
Labor Union started tree planting volunteers in China

1999
Enacted the Fujifilm Group Charter for Corporate Behavior and official Code of Conduct

2003
Started support for the Pink Ribbon campaign

2004 & 2006
International integrated recycling system started operation with recycling sites in Thailand and China

2005
Started PHOTO IS Exhibition by 10,000 People

2007
Overall revision of the Fujifilm Group Charter for Corporate Behavior and the Code of Conduct

2008
TOYAMA CHEMICAL Co., Ltd. concluded strategic capital and business alliance with Taisho Pharmaceutical Co., Ltd.

2010
Set the product life cycle CO2 reduction targets for 2020 (30% reduction compared to FY2009)

2011
Started the Photo Rescue Project

2012
Full operation of recycle systems in Korea, Australia, and New Zealand

2014
Enacted the Medium-Term CSR plan, Sustainable Development Plan 2016

2018
Established FUJIFILM Holdings Corporation, a Fujifilm Group holding company

2022
Published the Fujifilm Green Fund Tree planting volunteers in China Recycling sites in Thailand

Motion picture film

X-ray film

FUJIFILM FC1, the new generation portable diagnostic ultrasound system

Photo Rescue Project

Open Innovation Hub to create new value with various business partners

FUJIFILM FC1, the new generation portable diagnostic ultrasound system

Inex Stand SP-1, printer for smartphone with Inex mini film

Wonder PHOTO SHOP, FUJIFILM direct marketer, offers new photo entertainment

Corporate Behavior and the Code of Conduct

Overall revision of the Fujifilm Group Charter for Corporate Behavior and the Code of Conduct
The Fujifilm Group regards the following six businesses as its priority business fields: digital imaging, healthcare, highly functional materials, graphic systems, optical devices, and document solutions. These fields are in which we can demonstrate our strengths in terms of technology and market position. These fields are also in high social demand, and, therefore, we can expect high growth.

Health, energy, and information are the key social elements today to support a sustainable society, and there are many related issues to be addressed. Our healthcare, highly functional materials, and document solutions businesses are closely linked to these elements—which is why we have positioned these three businesses as core businesses to drive our overall enterprise.

As a global company with 273 consolidated companies inside and outside Japan, we are expanding our business in many countries and regions across the world. Not only our sales networks but also our production systems are globalized with factories in the Netherlands, the U.S., China, and several other countries. Businesses expansion is also accelerating in the rapidly growing emerging countries, including BRICs, Turkey, Middle East, and Southeast Asia.

The Fujifilm Group’s Business

Business fields in which we can exert our technological strengths and offer high added value

Digital imaging
Healthcare
Highly functional materials
Graphic systems
Document solutions
Optical devices

Business fields in which social demand is strong and high growth can be expected

Healthcare
We are expanding our business into three major fields: prevention, diagnosis, and treatment. The business covers development of advanced diagnostic equipment to help identify illness at an early stage, medical IT systems to efficiently utilize diagnoses, cosmetics and supplements for prevention, and pharmaceuticals to address unmet medical needs.

- Medical systems
  (X-ray diagnostic imaging systems, endoscopes, etc.)
- Pharmaceuticals
  (low-molecular pharmaceuticals and biopharmaceuticals)
- Life sciences
  (functional cosmetics and supplement products)

Highly functional materials
We offer various highly functional materials that apply advanced technologies acquired through photographic film production. Including protective films for polarizers—indispensable for LCD monitors—we are working to develop new materials that contribute to environmental impact reduction and new energy generation.

- Flat panel display materials
  (film materials for LCDs)
- Industrial materials and electronic materials
  (non-destructive testing equipments and semiconductor processing materials)

Document solutions
Our document solutions business covers a variety of formats, from electronic data to paper. We offer office equipment along with solutions and services to solve increasingly complex and diverse business and management problems, and also to address environmental issues through saving both energy and resources.

- Office products and office printers
- Production services
  (digital printing systems)
- Global services
  (solution proposals through company document and business process improvement)

Digital imaging
We develop and sell photographic-related products, such as digital cameras, color papers, and professional photo printers for stores. Our aim is to spread photographic culture to enrich people’s life by offering cameras and photo printing imbued with high quality and added value.

- Electronic imaging
  (digital camera)
- Photo imaging
  (photographic films, photo books, and film processing/printing services)

Optical devices
Utilizing our expert technologies, we provide high precision lenses for a range of purposes. Realizing images that boast high resolution, high quality, and high definition, our lenses are utilized in TV cameras, satellites, and security cameras used in ports, airports, and other facilities.

- Optical devices
  (camera modules for smartphones, TV camera lenses/cine lenses and lenses for security cameras)
- Materials and equipment for graphic arts
  (CTP plates)
- Industrial inkjet printers and ink

Graphic systems
Soon after the company’s foundation, we started the development of printing equipment and materials. We now hold the world’s top share of the Computer to Plate (CTP) plate for offset printing which is suitable for low environmental impact. We are branching out into a variety of areas, such as professional digital printing that is suitable for small-lot and many different printing.

- Materials and equipment for graphic arts
- Industrial inkjet printers and ink
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.”

Following the shift to a holding company structure in 2006, we established a brand new Corporate Philosophy and Vision. Based on these concepts, we also enacted the Charter for Corporate Behavior and an official Code of Conduct that cover every one of our group companies. All of these philosophies and rules are now thoroughly implemented across 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 themselves to the fulfillment of corporate social responsibility (CSR) in their daily business operations: The Fujifilm Group’s Approach to Corporate Behavior is to contribute to the sustainable development of society by putting our Corporate Philosophy into practice through sincere and fair business activities. In 2013, 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 will follow this new approach and slogan in further promoting our CSR activities.

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.

We will create new values by integrating our distinctive and leading-edge technologies as well as developing proprietary technologies to continue providing top-quality products and services that cultivate customer trust and contribute to the fulfillment of society’s needs. Through these efforts we will transcend existing boundaries of “imaging and information” to advance the development of culture, science, technology and industry across society and furthermore improve human health and protect the environment.

Our new corporate philosophy is based on the recognition that our mission, through our sustained corporate activities, is to significantly contribute to the advancement of society in which all people live, the world can lead a fulfilling and satisfying life.

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.

We will create an open, fair and clear workplace culture that allows us to discern objective facts in a sincere and straightforward manner, make rational decisions, and continuously take on challenges with courage.

Through this corporate culture, we will further hone our leading-edge, proprietary technologies and develop innovative products and services that gain customer trust and provide satisfaction to remain a vigorous company, consistently creating new value and exercising pioneering leadership.

1. A Trusted Company
We develop and provide socially beneficial products and services of the highest quality using advanced and original technologies in a safe and responsible manner. Based on this open, fair and clear corporate culture, we create new values in our pursuit of global competition and social contribution, continuously striving to earn the trust and satisfaction of customers and other stakeholders.

2. Social Responsibility
We communicate with customers, local communities, shareholders, employees, media, and society and act responsibly and in good faith by providing accurate and fair disclosure of corporate information, comply with laws, regulations, and other rules, and uphold public order and morality. As good corporate citizens, we strive to correctly understand and respect local cultures and customs and to actively engage in public interest activities, especially those that contribute to local community development.

3. Respect for Human Rights
We respect and protect fundamental human and labor rights set out in international declarations. We reject the use of forced labor or child labor in any form.

4. Global Environmental Conservation
Recognizing that positive involvement in the resolution of environmental issues is an essential part of a corporation’s social role and activities, we set an exemplary and proactive approach to help preserve the global environment.

5. Vibrant Workplaces
We strive to develop the skills of all employees, to provide safe and comfortable workplaces, and to respect diversity, individuality and differences.

Fujifilm Group Charter for Corporate Behavior (full text) [Link](http://www.fujifilmins exists.html/en/about/philosophy/conduct/index.html)
According to the latest report from the United Nation Intergovernmental Panel on Climate Change (IPCC), it is likely that temperatures will rise by approximately 4°C by 2100 if no additional anti-global warming measures are taken and emissions continue to rise. In addition to global warming and other increasing environmental problems, social issues, such as human rights issues 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.”

We will address 11 social issues in the four priority areas we have selected—Environment, Health, Daily Life, and Working Style—through our innovative technologies, products, and services. We continue to tackle environmental issues in the business processes, which have always featured as a part of our CSR activities. We are also further reinforcing and expanding the CSR framework that supports our business activities across the value chain and throughout the world.

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

Discussions about creating the Medium-Term CSR Plan were made over the following four steps. In the step to evaluate the importance of the issues to be covered, the social impact, scale of our potential contribution, and the impact on our business were all considered with the help of an external expert. The Policies also feature quantified targets to the maximum extent possible.

Clarifying the Basic Policies

The latest Medium-Term CSR Plan clarified the focus of our CSR activities by reviewing previous CSR activities and investigating trends in society and other companies’ activities. In addition to continuation and reinforcement of the existing CSR activities, “Exhaustive governance and compliance” and “Reduction of impact on environment and society” and “Keeping an extended view across the value chain, life cycle, and world-wide,” we have made it clear in the Basic Policies that we will expand the scope of “Actively aim to solve social issues through our business activities,” which was already in operation.

Extracting Social Issues Based on Business Strategy

In extracting the social and environmental issues to address, we listed 130 items based on ISO 26000 (international guidelines for social responsibility of business and organizations), the GRI Guidelines (International sustainability reporting guidelines), and the primary issues faced by other companies in the same industry and corporations with advanced CSR practices. Also, we discussed the possibility of contribution to solving social issues among all business divisions, and clarified the possible products, services, and technologies by each division.

Evaluation of Materiality

As it is difficult to evaluate materiality of both “measures to solve social issues through business” and “conscious on environmental and social impact” in the same manner, we took two approaches for evaluation.

(1) Solving social issues through business actively

We created a matrix of social issues and our products, services, and technologies that may contribute to solving such issues through discussions with our business divisions. Next, the size of potential contribution as well as the size of impact on society, were assessed to identify the four areas and 11 issues to be given priority.

(2) Conscious on environmental and social impact within business processes

The social issues extracted in the above Step 2 were rated with two axes; the social point of view and our corporate point of view. For evaluation, E-Square Inc., an expert CSR consulting company helped us as a representative of society. The corporate point of view rates how important society believes the resolution of the issues and what is expected of the Fujifilm Group in this regard. Our corporate point of view rates how much the effort to solve the issues would affect our business strategy, brands, and reputation. The materiality rated on a five-level scale, and issues rated level four or greater in both points of view were grouped together by priority. Finally, they were reviewed as suitable expressions and set as the priority issues.

Planning, Review, and Approval

We set a goal for each priority issue. The environmental and HR divisions of operating companies which promote each priority issue played a central role to quantify their goals by looking back over its activities. Priority issues and Medium-Term CSR Plan were discussed and formulated at the CSR Committee chaired by the President of FUJIFILM Holdings. We will now further our activities throughout the Group towards achievement of the Medium-Term CSR Plan.
Energy consumption for transportation

Resource used

3 said that the key solutions.

and serious damages to human society.

water temperatures change, negative im-

FUJIFILM Holdings Corporation Sustainability Report 2014 FUJIFILM Holdings Corporation Sustainability Report 2014

Sustainable Value Plan 2016

Present 2050

Share of low-carbon energy in electricity supply

Source: Warming Group I P7 Assessment Report, Intergovernmental Panel on Climate Change (IPCC)

Global warming causes atmospheric and water temperatures change, negative im-

Reducing greenhouse gas emissions, one

ion exchange membrane, and reducing energy consumption. In order to achieve this,

The Fujifilm Group aims to help resolve these environmental challenges through changing our

we face in the future.

According to the latest report from the United Nation Intergovernmental Panel on Climate Change (IPCC),

It is likely that temperature 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.

Environmental solution materials based on photographic film development technologies

Fujifilm has created a series of new highly functional materials by combining funda-

mental technologies based on photographic film development and other exclu-

sive technologies. Utilizing the company’s engineering prowess, we are developing a range of products to help in solving pressing environmental problems.

Photovoltaic backsheet extends photovoltaic module’s life by three times

Because photovoltaic modules are installed in an outdoor location, structural damage from heat, UV light, and weather can cause their power generation ef-

Jficient to deteriorate. Photovoltaic backsheets cover the rear of the modules and protect them, and are an important component that determines the mod-

ule’s life. Therefore, the backsheet is required to be durable and to retain its high performance over a prolonged period.

Fujifilm has developed a special water-resistant PET film by adopting pho-

tographic film manufacturing* and other technologies, thereby achieving excel-

lent durability. Additionally applying a highly functional material with precision coating technology, the product has now achieved three times more durability than conventional products. This photovoltaic backsheet was introduced to the market in 2012 with the aim of furthering the use of photovoltaic modules, which are increasingly in demand against the backdrop of global warming and resource exhaust.

Ion exchange membrane supports efficient water usage

We are developing ion exchange membranes and extending their environmen-

tal usage, such as for desalination and water treatment. Ion exchange mem-

branes selectively allow ions to permeate through them. Using this selective permeability, the membrane is used to soften water, extract salt from sea-

water, and produce ultrapure water. The membrane is being used as a filter for drinking water in Europe and the U.S., where water is often hard. Ion exchange resin is another commonly used exchanger but requires regular maintenance using chemicals or salt to recover resin performance, which gradually deteriorates due to ion absorption. Thus, the demand for ion exchange membranes that require less maintenance and with lower cost is increasing. We are further expanding membrane development as a part of our water problem solutions.

Contribute to Solving Social Issues through Our Business Activities

Part 3 Environment

Priority Issue 1 Global warming countermeasures

Target: Reduce CO2 emissions by 20 million tons by 2020 (compared to 2000)

Priority Issue 2 Response to water problems

Target: Reduction and restriction of water pollution

Priority Issue 3 Response to energy issues

Target: Contribute to generating energy with low environmental impact

Along with CO2 emissions reduction, the energy resource exhaustion problem is one of the most pressing environmental issues. Ways to use natural energy efficiently to prolong its availability are being vigorously sought.

The Gas Separation Membrane module that Fujifilm is developing is being used to remove the CO2 contained in the natural gas.

Gas Separation Membrane separates CO2 efficiently with low energy

Natural gas contains CO2 and other impurities and gas refinement through a complicated procedure is neces-

sary to use the gas as clean energy. Chemical or physical absorption processes are currently used to remove CO2 from natural gas. However, these methods require a large facility, consuming a great amount of energy, and this in turn makes the high CO2 separation costs a problem. The membrane separation process removes CO2 from the mixed gas by uti-

lizing the different permeability rates of each gas. Compared to the previous methods, the membrane separation process can drastically reduce both energy consumption and separa-

tion costs as it only requires a small facility. Utilizing Fujifilm’s core technologies—polymer technology and precision coating technology, our CO2 separation membranes are produced as a nano membrane structure, delivering highly efficient separa-

tion performance. More efficient CO2 separation processing at a lower cost can accelerate the development of natural gas fields in the small- to medium-scale range, which are currently mark-

ing time due to the cost issue—despite the possibility of high reserves.

Fujifilm has already started experimental use of the membrane in overseas gas fields in preparation for future commercialization.
Part 3

Contribute to Solving Social Issues through Our Business Activities

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

Target: Develop medicines for diseases without effective treatments

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.

Priority issue 1  Improve accessibility to medical services

The mission of medical workers in an emergency situation is to help save as many people’s lives as possible making the best use of limited facilities, manpower, and time. As a medical equipment manufacturer, we questioned ourselves as to how we could best serve in an emergency. One of the answers was delivering this portable diagnostic ultrasound system. In November 2013, a typhoon hit the central Philippines leaving the town of Tanauan devastated. Along with FUJIFILM SonoSite Inc. (U.S.), FUJIFILM Philippines Inc. (FFPH), offered a portable diagnostic ultrasound system, M-Turbo, to a U.S. healthcare NPO, Mammoth Medical Missions, to support their initial rescue efforts in Tanauan. M-Turbo was quickly brought in by helicopter to the rescue center when there was no other medical equipment, and it functioned throughout the five-day rescue period using only solar power. It was moved around the center to help in diagnoses of different parts of the body—from chest, abdomen, bones, to blood vessels. “The beauty of this portable diagnostic ultrasound system was its mobility, ease of use, durability, and the wide application requirements involved in disaster rescue activities. The system’s agility and precise imaging capabilities helped us to provide the most appropriate treatment to save people’s lives. Its cost performance is also incomparably high, especially for an NPO with limited funds.” (Dr. Sara May, a medical specialist who participated in the rescue mission.)

After launching FUJIFILM FC1, a new model with improved image quality, operability, and durability, in May 2014, Fujifilm will not cease in work to further widen the device’s functionality and application—not only in emergency situations but also for doctors’ home visits.

Priority issue 2  Contribute to identifying diseases at an early stage

The Fujifilm Group understands that advancement in medical techniques is as equally important as the provision of medical products in order to improve medical circumstances in emerging countries. This is why we undertake a range of support activities in countries in the Middle East and Africa. In Jordan, we helped establish a radiologist training program lead by a national hospital to improve their interpretation techniques. This has since expanded into a major program, enjoying the attendance of specialists from the U.A.E., Saudi Arabia, Egypt, Iraq, and other countries in 2013. In the U.A.E., we have established a continuing mammogram analysis skills training program, and we also run similar programs in Ghana and Tanzania.

In July 2013, we opened a training center in Dubai, U.A.E. for sales engineers working at authorized dealers in the Middle East. This helped engineers in the Middle East and African region to receive training locally, reducing the necessity to travel to Europe for such training. The center covers a wide range of radiography training, from operation skills for X-ray imaging systems—including textbook study and hands-on sessions depending on the engineers’ skills, to advanced skills, such as application software training for better diagnosis, positioning of patients when taking X-ray images, image processing techniques, and tips for achieving high quality images using low levels of radiation. By providing the engineers in each country with such high standards of knowledge, they become able to set up the devices by themselves, offer high quality after-sales services, and provide support for accurate image interpretation. Fujifilm continues to contribute to improving the medical environment in emerging countries by making advanced medical equipment available and by propagating operational techniques and knowledge of a high standard.

Priority issue 3  Response unmet medical needs

Supporting healthcare worker training in emerging countries for better medical services

In the Dubai training center, application software training with advanced knowledge is provided. The FUJIFILM Middle East E2E is available.

Used for various diagnoses for thoracic cavity, abdominal cavity, bone, and blood vessels. Prenatal checks, as shown in the photo.

PORTABLE DIAGNOSTIC ULTRASOUND SYSTEM

FUJIFILM FC1, the next generation portable diagnostic ultrasound system jointly developed & sold by Fujifilm and FUJIFILM SonoSite

Used for various diagnoses for thoracic cavity, abdominal cavity, bone, and blood vessels. Prenatal checks, as shown in this photo.

The prime flu sufferers are children and the elderly. Swift treatment is particularly important for infants with low resistance to the disease. However, conventional flu virus checks face a problem that the virus can only be detected after it reaches a certain size and virus identification is rather difficult. FUJI DRI-CHEM IMMUNO AG1 is a virus detector based on Fujifilm’s silver amplification technology, which is used in photographic film development. The flu virus is detected by a gold colloid particle marker and we managed to create a silver particle marker of a larger size using the gold marker as a catalyst, providing improved visibility of the virus at an early stage while its number is still small. Also, this visual recognition is carried out automatically by the machine, eliminating human error caused by varying skill levels.

Because FUJI DRI-CHEM can easily be operated by people with different skills and its test results are automatically presented, it can be widely used in emerging countries as a Point-of-Care Testing (POCT)* device. In Japan, death from infection has been drastically reduced by medical advancements. Still, however, Asian and African countries face high infection and death rates, particularly among infants. We hope that FUJI DRI-CHEM will help in the early detection of this illness throughout the world.

*Point-of-Care Testing (POCT): Simple medical testing at or near the site of patient care, such as a treatment room, ICU, and bedheads.
Since the launch of the digital X-ray imaging system FCR in 1983, FujiXerox has been leading digitalization in medical services. In 1999, we developed SYNAPSE, a medical imaging and information management system. The system not only links items of medical information, but also provides diverse imaging functions for different types of diagnoses utilizing FujiXerox’s imaging processing technology. SYNAPSE helped form networks of local healthcare and emergency medical services to support doctors’ accurate and prompt diagnoses. Originally used for radiological X-ray imaging, the system is now applied to a range of purposes by fulfilling the need for integrated management and operation of diverse medical images and associated diagnostic information for more effective diagnosis and treatment. SYNAPSE boasts the largest share of its kind in Japan, installed in 1,900 medical facilities inside Japan and 4,000 across the world.

Global health care is in need of the coordination and sharing of medical information. SYNAPSE helps doctors’ accurate and prompt diagnoses. Originally used for radiological X-ray imaging, the system is now applied to a range of purposes by fulfilling the need for integrated management and operation of diverse medical images and associated diagnostic information for more effective diagnosis and treatment. SYNAPSE boasts the largest share of its kind in Japan, installed in 1,900 medical facilities inside Japan and 4,000 across the world.

**FUJIFILM Consolidated Group’s Pipeline**

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<th>Development stage</th>
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Part 3  Daily Life

Contribute to Solving Social Issues through Our Business Activities

**Priority Issue 1**  Contribute to creating a safe and secure society

**Targets:**
(1) Contribute to building 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

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 Minzashiki Study Group for Future Creation College,” 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 lives with other people, thus enriching life in a society that is safe and with fewer accidents and less crime.

The ratio of depression patients in global population

The number of patients with depression worldwide is estimated at 320 million,
accounting for 5% of the world’s population.

The characteristics of the Barium-Ferrite (BaFe) particle
- Higher capacity: The fine particles enable much higher recording densities with superior durability than conventional data cartridge media.
- Long archival life: As BaFe is already oxidized, oxidation, the cause of deterioration, does not occur. It has an extremely long life as long as 50 years possible.
- Recording performance: Outstanding frequency characteristics means recording and reproduction precision, as well as stable data writing.

**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

The number of patients with depression worldwide is estimated at 320 million,
accounting for 5% of the world’s population.

**Comparison of Metal Magnetic Particles and Barium-Ferrite Particles**
- Metal Particles (MP)
- Barium-Ferrite Particles (BaFe)

With advances in networking and digitization, all conceivable types of information are now stored as digital data. The volume of data that must be managed has grown rapidly, making huge data management and storage methods important problems. In these circumstances, renewed attention has been directed to magnetic tape, which is now being used by big data center such as Google Inc. for data backup. Magnetic tape is generally seen as a thing of the past in terms of data storage because of its small recording capacity. However, introduction of the new generation of Barium-Ferrite (BaFe) magnetic particles developed by Fujifilm has provided large storage capacity. Magnetic tape can be used for long-term storage for more than 30 years, compared to only several years for a hard disk drive. It also has other advantages, including low cost and lower environmental impact, and is expected to become the media for safe and secure storage of huge volumes of valuable data.

Data are recorded onto magnetic tape through the fine magnetic particles on the recording layer of the tape surface. The recording density increases with an increase in the density of these magnetic particles. However, there were technical limitations to the metal magnetic particles used until now. Fujifilm foresaw this limitation and began the development of Barium-Ferrite magnetic particles in 1992, and after overcoming a large number of issues, achieved commercialization. In 2014, state-of-the-art BaFe tape was used to demonstrate the commercial potential of storing 154 TB in a single LTO cartridge, which is approx. 62 times the current storage capacity. This is the world’s largest data recording and reproduction capacity for a magnetic tape. Further R&D and future commercialization is expected to contribute to the ability to preserve important data in our information-oriented society.

**Priority Issue 3**  Backing up vital data in the information-oriented society through innovative magnetic tape technology that can enable large capacity

**Priority Issue 4**  Helping to keep society safe and secure with high resolution camera lenses that enhance security

Disseminating the culture of photography worldwide to enrich lives through photo prints to “keep memory alive”

Since its establishment in 1934, Fujifilm has consistently promoted and developed the culture of photography. This commitment was further strengthened with the Photo Rescue Project that started after the Great East Japan Earthquake. Through this activity, Fujifilm reaffirmed its mission to promote the importance of “keeping memory alive,” not only bringing the memory and emotions preserved in photos back to life for the individual, but also sharing it with family and friends. For this reason, the company is promoting its Photo Renaissance movement from 2013 to communicate the basic pleasures that photography brings through “shooting, preserving, displaying and gifting” based on the concept of enriching life with photos of everyday living.

The widespread use of mobile phones and smartphones has increased the number of people who take photos casually. Because of this, Fujifilm is pouring abundant energy into the instax mini that triggered the wider use of photo prints. Introduced as the world’s first card-sized photo printing system, the Instax mini enables photos to be printed on the spot and given away to others. This quickly became popular with the young generations who have no experience of film cameras and is now attracting fans around the world, not only in Japan but also in Southeast Asia, Oceania, North America and Europe.

The company is also actively involved in promoting the pleasures of creating photo albums with “Album Café” and the “Year Album.” The Year Album, which was introduced in Japan in March 2012, offers everyone the ability to automatically generate an original and high quality photo book easily from a large number of photos. In February 2014, we opened Wonder Photo Shop to provide a new style of photos in harajuku, Tokyo. The company will continue these promotional activities and develop new products to enrich life for as many people as possible through photography.

Fujifilm’s HD (High Definition) lens has dramatically improved resolution over existing SD lenses, capturing details including facial features and characteristics of clothing.
Tono Miraizukuri College collaborates in building future local communities

For Fuji Xerox, contributing to local communities is an important theme. The role of the local community in achieving a sustainable society is very important, and corporations giving their attention to local issues and proposing solutions through business operations can lead to the resolution of social issues on a global scale and to higher corporate values.

After the Great East Japan Earthquake, the Restoration Promotion Office was opened in October 2011 in Moriya City, Iwate Prefecture. “Tono Miraizukuri College” was opened in April 2014 as an extension to Tono City’s activities to support restoration by providing assistance to Kamashi City and other coastal areas struck by the disaster.

The College was conceived as a project to develop Tono City by identifying issues that Fuji Xerox excels at and applying communications technology to form consensus and facilitate ongoing dialogues between the city government, local residents, NGOs, and other parties. It is expected to oversee the development and management of collaborative programs between Fuji Xerox and Tono City and promote activities that will lead to regional development, cultural protection, and creation of industries and developments that use human resources through dialogue, training, group work, etc. It will act as a center of coordination and exchange for industrial, government, and academic sectors and regions, as well as coordinating major policy measures by Tono City, and act as a disaster control base in the event of an emergency. Efforts to resolve the underlying issues in the region made as part of the efforts to help the region recover could possibly lead to business commercialization, and future application to other regions.

Policy target: 30%

The ratio of women in leadership positions by 2020

The recommendation on the Nairobi Forward-Looking Strategies for the Advancement of Women adopted by the UN Commission on the Status of Women in 2009 requested that the roles of women in leadership position in at least 30% of the positions. The recommendation was endorsed by the United Nations in 2011. It is expected that the roles of women in leadership position in at least 30% of the positions is an international target.

The local government uses the Fujifilm Group’s BIM3D solution to improve the use of buildings and roads in the area. The local government uses the Fujifilm Group’s BIM3D solution to improve the use of buildings and roads in the area.

The local government uses the Fujifilm Group’s BIM3D solution to improve the use of buildings and roads in the area.

The latest information is available in the Asia-Pacifc region. The latest information is available in the Asia-Pacific region.
Scan Translation Service to support multilingual communication

With the advances in globalization in various fields in recent years, exchange of documents between countries, multinational conferences and other opportunities for dealing with documents in non-native languages are growing. Although much of the information is in English, communication of a higher quality often requires the use of local languages. However, machine translation is difficult to use for material that is not in digital form.

Fujifilm’s Scan Translation Service connects to the multifunction devices widely used as an essential part of the office infrastructure. Printed documents and digital documents can be translated into various languages as easily as making copies. In addition to digital documents, text from printed material such as books and handouts can be converted into translated documents while maintaining the original document layout. In addition to improving business efficiency, sharing the same document facilitates the sharing of ideas and opinions between people speaking different languages.

Greater effort will be made to improve the precision of translation and to adapt to a larger number of languages, contributing to multilingual communication that is an essential part of business diversity.

Priority 2
New services to support women and a diverse working style

The globalization of business development for organizations that make use of diverse human resources has become an essential part of sustainable business growth. In Japan, however, the participation of women has not grown significantly in comparison with other countries. Creating an environment that enables women to continue working and maintain their work balance has become a major issue.

With this background, Fujifilm has started a new kind of outsourcing business, in which KPO1 is a key to the service. BPO2, which had been the main form of outsourcing until now, involved easy routine work. On the other hand, KPO involves a greater demand for decision-making and specialized knowledge, including intelligent work preparation and data processing. Although these business processes are not mainstream, these business segments could not be easily outsourced. However, KPO demand is growing among Western businesses today and is expected to expand rapidly in Japan in the future. Fujifilm has solved this problem with its extensive know-how in document-related outsourcing services and intelligent productivity improvement services. With the introduction of teleworking that enables versatility in working style not restrained by time and location, a new form of outsourcing has emerged that matches KPO with people who have knowledge and experience, but who are unable to work due to their personal circumstances. There is an outstanding potential labor force of residents who previously worked full-time in business corporations (such as women caring for small children, full-time housewives and senior citizens) in suburbs.

We plan to offer those people work-at-home schemes and offices in certain areas to provide work opportunities that reduce the burden of transportation and add versatility to working arrangements. The new service is expected to be mutually beneficial—not only boosting the intelligent productivity of businesses but also supporting versatility in working styles for workers. We will continue to support women in society today with their working style reform proposals and so contribute to diversity in society.

*1 KPO: Knowledge process outsourcing
*2 BPO: Business process outsourcing

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**CSR Activity Report**

Our CSR Activity Report features the Fujifilm Group’s leading activities in FY2013 concerning its Medium-Term CSR Plan and issues involving CSR. In addition to its actions on the nine priority issues, activities that the Group regards as vital are also presented.
Differentiation through and services to help friendly products

Provision of eco-

Group's comprehensive measures across global warming

Enact public relations activities for CSR of activities in each release, 12 lectures & presentations, and 1 article publications

Conducted an industry analysis with respect to Main Line CSR Plan (Between the Sustainability Report’s Japan, Europe, and China, enhanced market research regarding traditional markets, past environmental dialogue meeting in the Kaiso district by Jeffrey & Fuj Xerox).

Improve products and services based on customer comments (medical equipment, cameras, digital cameras, etc.).

Conducted stakeholder dialogues in China and Kaiso District where the B2C and manufacturing base are located.

Reinforced the development of key management and global talent both in Europe and Asia.

Active support for female employees to diversify their working style

Active support for female employees to diversify their working style

Key management training

Continually conducted FLEA Business School for rain-storm related training

Continually conducted FLEA Business School for rain-storm related training

Develop change leaders

Develop change leaders

Focus on the allocation and accelerate the development of global talent

Focus on the allocation and accelerate the development of global talent

Actively reduce CO₂ emissions and fuel costs through efficient energy usage

Ask reduction strategies to the Environmental Action Plan (Kawasaki plant)

Held a 28,300 yen photo class for young people and supported for local communities, art, environmental dialogue meeting in the Kaiso district by Jeffrey & Fuj Xerox.

● Continued a stakeholder dialogue with prominent stakeholders (local communities, past environmental dialogue meeting in the Kaiso district by Jeffrey & Fuj Xerox).

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Continuously expanded the closed-loop recycle for CTP/PS plates (Recycle of used CTP/PS plates) (Continuously expanded since FY2012)

Promoted cooling water recycling and maintained the lower water emission per unit through water saving measures

Established safety evaluation system for ecosystem

Developed materials and products (hardware/software) with lower environmental impact

Formulated medium-term target (FY2016) for the long-term target: Reduce the life cycle CO₂ emissions by 30%

Adopted the reduction of CO₂ emissions in the manufacturing base in Kanagawa

Conducted stakeholder dialogues in China and Kaiso District where the B2C and manufacturing base are located.

Enhanced the management of chemical substances

Established safety evaluation system for ecosystem

Key management training

Continually conducted FLEA Business School for rain-storm related training

Promotion of 3Rs, including reducing the use of resources, in line with CO2 emission reductions

Activities of the year target for CO2 emissions reduction of the long term target

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Activities of the year target for CO2 emissions reduction of the long term target
Implementing the wheeling of electric power for the Fujifilm Group sites with in-house power

The Fujifilm Group has established a system to transport electricity generated at Fujinomiya Factory to 16 sites, which are large power users in Kanto region, over the electric power company’s power grids. The Group began implementing this “wheeling of electric power with in-house power system” in April 2014. We have been persistent in extolling the merits of this system to the Ministry of Economy, Trade and Industry, and the concept was finally incorporated in the revised Electricity Business Act. After the revision came into force, we started to implement the system for the first time in Japan. It enables us to secure a stable supply of electricity even if the electric power company requests us to reduce our electricity consumption during the summer and winter seasons, and also helps to reduce the contract demand of electricity the power company supplies to us, which in turn reduces our energy costs.

Sites using the Fujifilm Group’s wheeling of electric power with in-house power system:

- Fuji/film Fujinomiya Factory (power generation site)
- Fuji/film sites
- Fuji/film-affiliated companies
- Fuji sites

Fujifilm factory promotes the use of renewable energy in the Netherlands

Since FUJIFILM Manufacturing Europe B.V. (the Netherlands) introduced a wind power generation system about two-and-a-half years ago, its system has been running in a stable manner and now covers about 15% of its total power use with renewable energy. We continue to strive for its stable operation as the readjustment of the wind turbine blades to prevent ice deposition.

And, we are actively cooperating with Tilburg city, which is committed to introducing solar power, in installing arrays of solar panels on the roof of factory to generate 1.4 GWh of electricity annually. Fujifilm signed a “Green Deal” agreement with Tilburg city and a local solar power generation company to promote the conversion to renewable energy as the countermeasure to the tight supply of electricity from the power company.

Emergency energy storage system for multifunction devices

Partially after the Great East Japan Earthquake in March 2011, there have been growing concerns over the supply of electricity and preparations for emergency situations. Fuji Xerox and Fuji Xerox Advanced Technology launched the emergency energy storage system with a built-in lithium-ion battery for digital multifunction devices based on technologies co-developed with Toppan Printing. Incorporating high-capacity batteries that can supply power and be charged at the same time, the energy storage system is connected to Fuji Xerox’s digital multifunction device and enables users to continuously operate it even at power stoppage, by automatically switching the source of power distribution to the system from a power outlet. The system also serves as a source of power supply for other digital devices to support continuance of business activities at disasters and emergencies.

The system was developed to be used at major disasters when emergency generators with a limited electric-generating capacity cannot meet the demands at places such as public offices conducting supportive activities, universities and educational institutions functioning as evacuation sites for a large group of people, or companies and hospitals in continuing their business.

A third facility installs solar panels in the United States to reduce CO2 emissions

In December 2013, FUJIFILM Recording Media U.S.A., Inc. became the third US facility of the Fujifilm Group to install solar panels, following the Hawaiian office of FUJIFILM North America Corporation (2011) and the company’s printing ink manufacturing, laboratory and manufacturing facility in Toyama, Japan (2012). The panels installed at the FUJIFILM Recording Media facility comprises of 1,870 modules with the ability to generate 644,000 kWh of electricity per year, which helps reduce CO2 emissions by 444 tons per year (equivalent to the amount absorbed by a 7,280-acre forest or emissions from 21 million miles traveled by cars). The three US bases generate a total of 1,200,000 kWh of electricity.

The Fujifilm Group corporate sites will continue to look for renewable energy opportunities and to encourage energy conservation.

As an event was held to commemorate the introduction of solar panels.

Milk Run system launched in Suzhou, China to reduce CO2 emissions

FUJIFILM Imaging Systems (Suzhou) Co., Ltd. adopted a Milk Run system—a round trip logistics of digital camera parts etc.—from their suppliers in April 2013. The system has contributed to the rationalization of component procurement and to a substantial reduction in transportation distances, resulting in a reduction in CO2 emissions of about 20,000 tons (28%) per year. Because the Fujifilm Group Company delivers components under the Milk Run system, the factory is able to receive a guaranteed supply of components.

Fujifilm formulated water footprint calculation guideline in the whole product lifecycle

Fujifilm formulated the internal guideline for water footprint (WF) calculation to visualize the use of water (and water quality with a view) in the whole product lifecycle, thereby fostering the sustainable use and protection of limited water resources through development of environmentally conscious products.

Emergency energy storage system for multifunction devices

The XR-2000 Developer waste reduction system and water reuse unit for offset printing

The XR-2000 Developer waste reduction system and water reuse unit for offset printing

The XR-2000 reduces waste liquid from film processing to about one-eighth through vacuum distillation, and makes seven-eighths of the water reusable. The system thus reduces the water footprint of the offset printing process by 51%. The WF calculation results are useful for printing factories to identify contribution to reduction in their water use and also help the development to decrease their use of developing solution further.

Water consumption in product lifecycle of developer waste reduction and water reuse unit (per year)

Water consumption during offset printing

• Water consumption during offset printing

51% reduction

The PS-02-FM2200 energy storage system with the built-in lithium-ion battery for digital multifunction devices

The PS-02-FM2200 reduces waste liquid to about one-eighth through vacuum distillation, and makes seven-eighths of the water reusable. The system thus reduces the water footprint of the offset printing process by 51%. The WF calculation results are useful for printing factories to identify contribution to reduction in their water use and also help the development to decrease their use of developing solution further.

Water consumption in product lifecycle of developer waste reduction and water reuse unit (per year)
Wastewater recycling at the color paper factory in the United States

In December 2013, FUJIFILM Manufacturing U.S.A., Inc. established a system to reuse wastewater from the color paper factory which makes combined use of an integrated Ultrafiltration/Reverse Osmosis system to treat about 1 kiloliter of water per minute, thus making about 700 liters of wastewater reusable per minute (70% recycling rate). The treated water has a higher purity than typical city water and can be reused on the manufacturing line. The factory can save about 300 million liters of water per year, which leads to substantial cost reductions.

Reverse Osmosis system to treat about 1 kiloliter of water per minute, thus making about 700 liters of wastewater reusable.

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Wastewater recycling system introduced at the factory.

Fujifilm’s factory in Tianjin, China substantially reduces its use of water in lens processing

FUJIFILM Opt-Electronics (Tianjin) Co., Ltd. has substantially improved the optical lens washing process to reduce its use of water and discharge of wastewater. Specifically, the factory began reusing wastewater which is relatively clean from the later part of the washing process in the upstream of the washing process (cascade recycling) and installed a flow controller and a channel switch to suspend the supply of water while lenses were not being washed. As a result, their annual use of water has been reduced by about 16,000 tons (60%). The factory also added a pure water supply equipped with a reverse osmosis membrane to increase the purity of the washing water, thus increasing the washing process quality.

Effective Use of Resources

Fujifilm’s factory in Tianjin, China substantially reduces its use of water in lens processing.

Promoting wellness across the Fujifilm Group

We are committed to remaining a leading company by boldly taking up the challenge of developing new products and creating new values in the vision of the Fujifilm Group. We believe that it is important to provide employees with a dynamic corporate culture and workplaces where they can feel highly motivated. In the face of the decrease in labor productivity and the increase in medical expenses, we launched a wellness promotion council comprising members from the Human Resources Divisions at each Group company*, industrial doctors and Fujifilm Group health insurance society in July 2013. We started activities focusing on four priorities: lifestyle-related diseases, smoking, mental health problems, and risk due to overwork.

Then, in encouraging people not to smoke, we are introducing measures to achieve the target set by the Ministry of Health, Labour and Welfare by 2018, which is to reduce the percentage of smokers to 12.2% by 2022.

Since October 2013, employees across the Group wanting to stop smoking have been given subsidies for medical treatment. For the other three priorities we have set the KPIs at each Group company and are accelerating the introduction of measures by inter-company cooperation. We launched an employee health and medical data integration project in January 2014 and added anti-cancer measures as a new fifth priority.

*Fujifilm Holdings, Fujifilm and Fuji Xerox.

Active support for female employees to increase the rate of female managers to 7% by FY2015

At Fuji Xerox, the numbers of married women and working mothers are increasing among female employees and the percentage of female employees who return to work after taking childcare leave is a high 93%. Accordingly, the company is required to improve the environment to help working mothers display more of their abilities at work. To this end, the company has expanded its childcare and family care systems, setting a target of increasing the percentage of female managers to 7% by the end of FY2015.

The company has introduced new support systems, including a system of leave of absence for birth (used by seven employees to date), housing cost support system for employees taking childcare leave (used by 50 employees to date), a babysitter support system (used by 45 employees to date) and a support for fertility treatment (used by 45 employees to date). To provide female employees with more opportunities to display their abilities and to promote to managers, the company has been steadily implementing enlightenment measures for employees. As a result, the percentage of female managers reached 5.3% on April 1, 2014. The company is now required to encourage younger female employees to become future managers.

In FY2013, the company held a Diversity Forum for female employees to identify workplace problems as seen from their viewpoint and particularly listed four issues: (1) working hours, (2) flexible working styles, (3) awareness of female employees, and (4) awareness of others. For (1) and (2), the company introduced measures that included examining a highly-productive working method (helping female employees to go home on time), a home-working system (used by 100 on a trial basis), and a remote work system. The company will introduce measures for (3) and (4) from FY2014.

Introducing zero emissions to all Fujifilm bases in the United States

FUJIFILM Holdings America Corporation began consolidation of all waste vendors in the United States into one waste management program. This project will ensure the legally appropriate disposal of waste. As one of the principles of the Fujifilm Group, we will also pursue Zero Waste Emissions by reducing simple incineration and landfill while promoting cost reductions through the economical and efficient disposal of waste. As one of the principles of the Fujifilm Group, we will also pursue Zero Waste Emissions by reducing simple incineration and landfill while promoting cost reductions through the economical and efficient disposal of waste.

Effective Use of Resources

Fujifilm Xerox Taiwan wins the Excellent Enterprise Award from the Taoyuan County

Fujixerox Taiwan, a sales subsidiary of Fuji Xerox, won the Evergreen Enterprises category award in the Seventh Excellent Performance Enterprises Award organized by Taoyuan County of Taiwan, in recognition of its green procurement activities over the years and the initiatives of the Integrated Recycling System at its Taoyuan Factory. Since the recycling activities started in 2004, the company has managed to recycle a total of 3,569.8 tons of waste by 2012. The company became the first in the industry, and the only Japanese company to receive the award.

In addition, Fuji Xerox Taiwan has been making efforts to support green procurement promoted by the Taiwan authorities, and received the Green Shop Award from the Taiwan’s Ministry of Environment in 2010 and 2012 for the promotion of eco-purchasing activities.

Promoting wellness across the Fujifilm Group

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*Fujifilm Holdings, Fujifilm and Fuji Xerox.
Communicating with Stakeholders

**Open Innovation Hub to create new value with stakeholders**

In January 2014, we opened the Open Innovation Hub (OI-HUB) to introduce the Fujifilm Group's fundamental and core technologies and the materials, products, and services developed with those technologies to business partners. Starting out as a maker of photographic materials, the Fujifilm Group has developed diverse core technologies to create new products that help meet social challenges. In order to make further innovations, we believe that “co-creation” is essential to deepen communication with stakeholders. Recognizing this, we opened the OI-HUB to combine our technologies with stakeholders’ ideas and potential issues together to spark innovation. At the OI-HUB, visitors can experience our products by seeing and touching them and appreciate our technologies to inspire discussion aimed at creating new values together.

**Environmental report meeting held in Kanagawa**

The Fujifilm Group has been holding environmental report meetings to increase our information disclosure and make better understanding with local inhabitants. Fujifilm, Fuji Xerox, Fuji Xerox Manufacturing and Fujifilm Techno Products have been holding joint meetings in the Kanagawa district of Kanagawa with this aim since 2012.

About 50 citizens participated in the second meeting held in June 2013, and listened to an explanation of the environmental activities conducted by the four companies.

The meeting was well received by participants. We will continue holding similar meetings to increase communication with local communities.

**Communicating with Stakeholders**

In April 2013, Fuji Xerox (China) issued its first sustainability report on CSR activities that took place in China throughout the entire value chain. Specifically, the report introduces CSR activities in procurement, manufacturing, sales and recycling conducted by five Fujifilm subsidiaries in China in order to communicate their sustainability-oriented business activities to more stakeholders.

The report covers activities such as ethical procurement, Employee Assistance Program, reducing environmental burdens both at work and home, green office proposals, and the Integrated Recycling System.

*Sales company: Fuji Xerox Limited (China), Two manufacturing companies: Fuji Xerox of Shanghai Limited and Fuji Xerox of Shanghai Ltd., Procurement company: Fuji Xerox China Procurement Service (Shenzhen) Ltd., and Recycling company: Fuji Xerox Eco-Manufacturing (Shanghai) Co., Ltd.*

**Presentation meeting held on the theme of “sustainable green” in China**

In December 2013, FUJIFILM (China) Investment Co., Ltd. (FFCN) gave a presentation on its business strategies with the theme of “sustainable green” to communicate to stakeholders in China the Fujifilm Group’s CSR and environmental protection principles. At the meeting the company also announced the publication of a book, which introduces the Fujifilm Group’s CSR and environmental protection principles. At the meeting the company also announced the publication of a book, which introduces the Fujifilm Group’s CSR and environmental protection principles.

The greening activities were launched in 1998 and FFCN and other affiliates in China began participating in 2006. Employees of these companies have planted trees in a desert area extending over more than 18,000 square meters. The book, which introduces the activities, is expected to help increase environmental awareness among the Chinese people.

**Communicating with Stakeholders**

In May 2010, Fuji Xerox established the Customer Co-Creation Laboratory in Fuji Xerox R&D Square, aiming to create new value with our customers and partners from their point of view. The Customer Co-Creation Laboratory consists of the Open Laboratory and the Secure Laboratory. In the Open Laboratory, we discuss the basis of specific examples of business issues addressed by Fuji Xerox with our customers to clarify their business challenges and backgrounds, and then find seeds for creating value. In the Secure Laboratory, we develop the seeds obtained into value adaptable to the customer’s field and study the effects by using the human centered design method. At both these Laboratories, our four activities are designed for “the new customer value creating process to develop business” as shown right.

In the around four years since the opening up to March 2014, some 5,100 people from about 1,400 companies have visited the Laboratory, providing us with opportunities to identify business challenges and potential issues. About 6,500 employees engaged in R&D at Fuji Xerox worked together with customers to create new value through the Laboratory, and this helps employees increase their R&D awareness. The Secure Laboratory has already implemented 12 projects, eight of which have led to the release of new products/services. Local governments and public organizations are anticipating that the Customer Co-Creation Laboratory will serve as a social network hub for the solution of local and social problems. Accordingly we will make it a forum for industry-academia-government cooperation and the creation of synergy.

**Fuji Xerox China issued a sustainability report exclusive on CSR activities in China**

The report covers activities such as ethical procurement, Employee Assistance Program, reducing environmental burdens both at work and home, green office proposals, and the Integrated Recycling System.
Social Contribution Activities Across the World

中国 [Environmental Conservation]

艺术工作坊
孩子们的摄影工作坊
FUJIFILM欧亚有限公司于2014年在肯尼亚内罗毕奥林匹克公园举行了一次面向儿童的摄影工作坊。通过这次工作坊，孩子们有机会在自然环境中拍摄照片，同时学习摄影技巧。工作坊得到了FUJIFILM香港有限公司的支持。

日本 [Culture, Arts, and Sports]

日本最大的摄影展览
3,012个作品
自2008年以来，FUJIFILM已经举办了一年一度的“People and Nature”摄影展。该展览旨在提高公众对自然环境的意识。2013年，该展览吸引了来自全球各地的3,012个作品，包括从多个国家的获奖作品。

日本 [Research and Education]

化学工作坊
孩子们的化学工作坊
FUJIFILM（中国）投资有限公司于2014年举办了一次面向儿童的化学工作坊。工作坊通过各种化学实验，向孩子们展示了化学的趣味性和实用性。这是化学教育的一个重要组成部分。

中国 [Research and Education]

摄影比赛
“人民与自然”主题
FUJIFILM（中国）投资有限公司在2014年举办了“人民与自然”摄影比赛。该比赛旨在提高公众对自然环境的意识。比赛收到了接近1000幅作品，展示了中国各地的自然风光。

日本 [Environmental Conservation]

太阳能设施
FUJIFILM Finechemicals Co., Ltd.在福岛县鹤冈工厂安装了一台太阳能发电机。这台发电机用于为办公室和其他建筑提供电力。

波兰 [Health]

捐赠显微镜
to Tenwek Hospital in Kenya

肯尼亚内罗毕的Tenwek医院收到了FUJIFILM的一批显微镜捐赠，用于改善医院的医疗服务。

越南 [Research and Education]

支援老年人和残疾人士

富士胶片越南有限公司于2014年在越南河内启动了一个支援老年人和残疾人的项目。该项目包括安装了太阳能发电设施，以提供可持续的电力。

中国 [Research and Education]

修图服务

富士胶片（中国）投资有限公司的员工为摩尔州的沃尔玛超级中心提供照片修复服务，帮助当地人民回忆过去的美好时光。

中国 [Environmental Conservation]

互动地图

富士胶片（美国）在德克萨斯州达拉斯的西歇思县公园举办了一次互动地图活动，帮助游客了解当地自然环境。

美国 [Environmental Conservation]

支持生物多样性

富士胶片（美国）在德克萨斯州达拉斯的西歇思县公园举办了一次支持生物多样性的活动。

日本 [Culture, Arts, and Sports]

筒子厂化学工作坊

EFUNA CHEMICAL Co., Ltd.举办的一次简子厂化学工作坊，旨在让孩子们了解化学的趣味性和实用性。工作坊通过各种化学实验，向孩子们展示了化学的趣味性和实用性。这是化学教育的一个重要组成部分。

日本 [Research and Education]

研究与教育

新员工培训

富士胶片鼓励新员工参加培训课程，以便更好地了解公司和工作环境。

活动以支持震后重建

富士胶片（美国）和富士胶片（中国）等公司为震后重建提供了援助。这些援助包括医疗设备和物资，以帮助灾区人民恢复生活。

新的培训课程

富士胶片鼓励新员工参加培训课程，以便更好地了解公司和工作环境。

重建工作

富士胶片（美国）和富士胶片（中国）等公司为震后重建提供了援助。这些援助包括医疗设备和物资，以帮助灾区人民恢复生活。
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 2014 was 91% (11 meetings in total). Additionally, FUJIFILM Holdings has adopted an executive officer system to facilitate swifter business execution. Executive officers carry out business affairs in accordance with the basic policies and strategies formulated by the board of directors. Meanwhile, FUJIFILM Holdings has 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.

Stock option program: Company’s program whereby directors or employees are granted a right to purchase company stock as a part of compensation for their work, at a price established in advance and within a designated period of time.

Corporate Governance Structure

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. In addition, FUJIFILM Holdings has the Internal Audit Division with a staff of eight, which is independent of the business execution divisions. The attendance of outside auditors to the Board of Directors meetings held during the term ended March 2014 was 91% (11 meetings in total). Also, the attendance of outside auditors to the Audit & Supervisory Board meetings held during the term ended March 2014 was 97% (10 meetings in total). 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.

Audit

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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, six policy statements (the Green Policy, Social Contribution Policy, Guidelines for Biodiversity, Procurement Policy, Quality Policy and Occupational Health and Safety 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 for 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, the efforts 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 with these efforts to promote our CSR activities in the future.

The Fujifilm Group’s Approach to CSR and Related Policies

Fujifilm Group Corporate Philosophy and Vision

FUJIFILM Holdings Corporation

CSR Committee Secretariat

FUJIFILM Business Expert Corporation


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CSR Management

Main Stakeholders

■ We have a diverse range of customers, from individuals, businesses, corporations to government offices, etc., since we have business dealings all over the world, and we offer such a wide lineup of products, ranging from digital cameras and cosmetics to office printers, medical systems, highly functional materials and equipment for graphic arts.

■ Ensuring the safety and quality of all products

■ Provision of services and environmentally responsible products & services

■ Provision of appropriate information on services & products

■ Improvement of customer satisfaction levels

■ Customer response & support

Methods of Communication

■ Customer Center (liaison office for responding to PMN)

■ Usability evaluation meetings and monitor surveys

■ Customer satisfaction surveys

■ Questionnaires at product purchase

■ Showrooms, exhibitions

■ Holding seminars

■ Websites and social media

Customers

Employees working for the Fujifilm Group total approx. 33,800 people in 71 countries. They are active all over the world and their composition by country is Japan 49%, the U.S. 8%, Europe 6% and Asia 37% (as of end-March 2014).

■ Ensuring occupational health and safety

■ Respect for human rights

■ Respect for diversity

■ Utilization and training of human resources

■ Providing opportunities for dialogue with top management

■ Personnel management division liaison & interviews

■ Compliance & Sexual Harassment Helpline

■ Regular meetings between the company and labor unions/Health & Safety Committees

■ Intranet, internal newsletters

Shareholders & investors

FUJIFILM Holdings has 87,263 shareholders, characterized by a high proportion of overseas and institutional investors. Foreign companies constitute 43.4% of our share holders, while Japanese financial institutions account for 33.8% (as of end-March 2014).

■ Maintenance and expansion of corporate value

■ Appropriate redesign of profits of our main business strengths

■ Measures for Socially Responsible Investment (SRI)

■ General shareholder meetings/Business report meetings/meetings for investors

■ IR conferences/Individual meetings

■ Annual reports/Shareholder communications

■ Website information

■ Legal advice for responding to inquiries (Corporate Communication Office)

Transaction partners

The Fujifilm Group conducts transactions worldwide with suppliers of raw materials and components and retailers of our products, etc.

■ Through implementation of fairness & transparency in transactions

■ Promotion of CSR issues in the supply chain, such as human rights and the elimination of child labor

■ Briefings to suppliers (on green supply, management of chemical substances contained, etc.)

■ CSR coordinators (self-audited)

■ Website for exclusive use of transaction partners

■ Regular discussions with partners

■ Legal advice for responding to inquiries (Corporate Communication Office)

Future generations & local societies

The Fujifilm Group has bases in approx. 250 locations worldwide and conducts its activities by treating the local community with respect, as well as putting efforts into educational support for future generations.

■ Contribution activities which make up of our main business strengths

■ Responding to local culture & customs and environmental conservation

■ Prevention of fires and accidents in the workplace

■ Educational support for future generations

Government organizations & industrial associations

The Fujifilm Group has businesses in collaboration with various organizations and conducts its activities by treating the government organizations, associations including participating in collaborations and information exchanges, etc.

■ Legal compliance

■ Joint research & development and cooperation in public policy aimed at the resolution of social issues

■ Participation in 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 activity aiming for a sustainable society, for the resolution of social issues and environmental conservation.

■ Dialogue, collaboration and support aimed at the resolution of social and environmental issues

■ Obtain views on the Sustainability Report

■ Participate in stakeholder dialogue

■ Administration committee of Public Trust Fuji Kyushu Foundation

■ Joint research activities

■ Learning meetings on various CSR issues

■ Affiliated area support activities with NGO

Communication with Stakeholders

Topics FY2013

Further details are included in the Sustainability Report.

Outline of Activities in FY2013

The Fujifilm Group’s compliance

As a set of fundamental policies, we have formulated the Fujifilm Group Charter for Corporate Behavior. 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 affiliated companies.

We also maintain offices to provide consultations and support communications regarding infringement issues related to the Code of Conduct and compliance both within and outside the operating companies. This effort is meant to promote the early detection of illegal or improper behavior and ensure prompt and appropriate response measures. All the communications and information are kept confidential and reported to the CSR Committee chaired by the president of FUJIFILM Holdings.

Fujifilm

In April 2004, Fujifilm established its Compliance and Risk Management Division (CP&RM) as a dedicated organization for the promotion of compliance and risk management and the comprehensive and integrated management and operation of internal control.

In recent years, education in compliance including information security, export control and harassment issues are being reinforced not only for affiliates in Japan but also for top management at overseas subsidiaries. These actions are expected to promote wider dissemination of compliance awareness throughout the Group. At the same time, the level of dissemination is to be confirmed through employee awareness surveys. With strengthening the enforcement of anti-corruption laws in recent years on a worldwide scale, we are promoting our anti-corruption principles once again throughout the Fujifilm Group. From April 2012, anti-corruption programs are being introduced, chiefly at affiliated companies in Japan and other countries that have frequent contact with government employees. We audit regularly to confirm compliance with our programs.

Note that the Fujifilm Group has never been investigated by administrative authorities on anti-corruption charges.

Fujifilm

At Fujifilm, we have laid down our Action Guidelines relating to ethics and compliance, and we are working to enhance the system and its mechanisms in order to embed it in the actions of each and every executive officer and employee. Since FY2008, we have been conducting general legal training using learning tools developed jointly with FUJIFILM Holdings and Fujifilm, and holding “Legal Risk Quality Improvement in Compliance and Risk Management Activities

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 division of the corporate management of 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.

FUJIFILM Group Compliance Statement

The Fujifilm Group is working towards recognizing the social and environmental impact through the material flow system summarized resource inputs and emission 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
Outline of Activities in FY2013

Reducing CO2 emissions across the entire product lifecycle

In FY2013, despite our Group’s production output exceeding that of the base year, FY2005, the Group’s overall CO2 emissions were reduced by 316,000 tons (6%) from the base year. Our CO2 emissions have reduced each year since the peak in FY2011. While CO2 emission coefficients*

- **C/O2 Emissions across the Entire Product Lifecycle**

  - **Medium-term target**: 85,000 tons reduction (relative to FY2005)
  - **FY2013 Results for Fujifilm Group**

  - **CO2 emissions by CO2 (kt-CO2/year)**
    - Procurement: 2,149
    - Manufacturing: 5,920
    - Use: 1,112
    - Transportation: 1,100
    - Disposal: 2,353

  - **Total CO2 emissions**: 2,353

  - **Target CO2 emissions reduction**: 30% (relative to FY2005)

Activities of the Energy Strategy Promotion Committee

The Fujifilm Group has been conducting improvements on per-unit energy use and per-unit CO2 emissions at six major factories in Japan, which emitted large amounts of CO2 from production activities, in our Global Warming Prevention Committee since FY2007, as well as to reduce energy and CO2 emissions in our Energy Cost Reduction Project including overseas companies and factories from FY2010; we achieved all targets for both in FY2012. The Energy Strategy Promotion Committee was launched in FY2013, as a new promotion force, for the purpose of achieving both CO2 emissions and energy cost reductions, and we are striving to further reduce energy and CO2 emissions. In FY2013, we actively deployed group-wide energy-saving measures across the scope of the manufacturing and standby energy consumed during non-production, roll out of energy-saving measures beyond factories, and introduction of solar power generation in Europe and the United States, etc., resulting in an annual energy cost saving effect equivalent to approx. 6%.

We set medium-term targets for FY2016 in the newly formulated Medium-term CSR plan (such as a 10% reduction of CO2 emissions compared to FY2005) and we plan to accelerate CO2 emissions reduction activities toward achieving our target for 2020. In addition, we also newly set targets relating to reducing CO2 emissions in the society through the usage of our products and services. We intend to continue to promote the contribution for the prevention of global warming through our businesses.

Energy Strategy Promotion Committee

The Fujifilm Group has made further steady progress in implementing anti-global warming measures in FY2013, and it appears that the group has now entered into a new stage. Individual efforts have evolved and are now spreading on a company-wide scale, such as the resource and energy usage reform activities that have expanded beyond the production departments and into non-production departments. Furthermore, the group’s evolutionary idea of the wheeling of electric power system with in-house power was recognized by the government and even incorporated as a part of the Amendment of the Electricity Business Act. Pioneering to liberalizing the retailing of electricity was a wonderful effort that has extended beyond the bounds of a single corporate group. This is all evidence of the group’s further widening of its CSR approach.

As described in the IPCF Fifth Assessment Report, we have reached a crucial stage in our efforts against global warming. All companies must adopt global-warming countermeasures as a core business issue. It is praiseworthy that the Fujifilm Group is steadily putting such measures into practice in its day-to-day business. It is possible to prevent CO2 emissions in the society through the usage of our products and services. We intend to continue to contribute to the prevention of global warming through our businesses.

Response to the third-party opinion

The Fujifilm Group is making efforts in energy saving in the manner most suitable to the different business activities in our factories and offices. We are also keen to use energy with less environmental impact such as gasification of fuel and renewable energy. Mr. Suyoshi’s comment, “All companies must adopt global warming countermeasures as a core business issue,” is a perfect match to our Sustainable Value Plan 2016 result. We fully understand that the Fujifilm Group is expected to achieve its CO2 emissions reduction targets through achieving our business targets.

We continue our business activities with a new viewpoint—enabling the Group’s growth to result in favorable effects on the global environment. (CSR Group, Corporate Planning Division, FUJIFILM Holdings)
Development and Dissemination of Environmentally Conscious Products and Services

Basic Approach

In the Fujifilm Group, we carry out development of environmentally conscious products based on “Rule for Design for Environment (DFE)” in the design stage, we set targets from the perspective of safety & compliance, the 3Rs (Reduce, Reuse and Recycle), chemical substances contained, energy saving, conservation of biodiversity, etc., considering the entire product life cycle from procurement through manufacturing, transportation, use by customer, to disposal and we review the degree of achievement of these targets after development.

Our approach is not limited to materials or equipment, but extends to software and solution by our products and services too, and we make efforts to contribute to reducing the environmental burden across the whole of society. Furthermore, we conduct quantitative and objective assessment of environmental impact based on LCA* and we are utilizing environmental labels to actively disseminate information related to the environment.

*LCA: Life Cycle Assessment

Outline of Activities in FY2013

● Fujifilm

Since 2003, in Fujifilm we have been designing new products and upgrading products by following our “Rule for Design for Environment (DFE)” in our efforts to reduce the environmental impact of our products.

In FY2013, we calculated nine case studies focusing mainly on the medical field, based on the Internal Guideline to Calculate the environmental contribution for the Reduction in CO2 Emissions formulated last fiscal year, and made progress in the visualization of our environmentally conscious measures. We summarized various environmentally conscious measures for products in the life science field to include usability, and have begun making information releases about them on our website.

In addition, in FY2013, we formulated internal water footprint calculation guideline, for which ISO standards are currently being developed. Water usage and management are attracting attention because of the spread of droughts and water shortages due to increases in world population and climate change, and demand has been increasing for information disclosure about water use as well as CO2 emissions. Using the guideline, we are conducting visualization of water usage across product life cycle, and we will provide environmental information on products relating to both CO2 and water. Also we intend to use this in product development that considers the conservation of water resources. The Fujifilm Group has always paid a great deal of consideration to water management since our establishment, and we are making enhanced efforts, with “Contribution to solving social issues relating to water through products and services” newly included in the Medium-Term CSR Plan from FY2014.

Moreover, Fujifilm participated in the working groups for the revision of the Japanese Chemical Industry Association (JCIA) guideline*3 (March, 2014) according to the global guideline on contributing to reducing greenhouse gas (GHG) emissions formulated in October 2013. We plan to continue our efforts to spread this approach of environmentally conscious products and services, not only within our company, but throughout society as a whole.

* Formulated by the International Council of Chemical Associations (ICCA) and the World Business Council for Sustainable Development (WBCSD) based on JOCA’s draft.

* New perspective for the reduction of GHG life cycle assessment for chemical products in Japan and worldwide.


● Fuji Xerox

To minimize the impact of our products on global warming, Fuji Xerox is reducing the environmental impact of both hardware and software. As part of our RealGreen concept for product development, we are trying to combine convenience with reduction of impact to the global environment. We achieved a series of awards, such as the Energy Conservation Grand Prize (awarded by The Energy Conservation Center, Japan, supported by METI) on a total of 12 times (the most times of any company in the industry), etc., as a result. We incorporate energy-saving technologies into the newer models in our entire lineup of products, and by replacing old models with these newer models, we are seeking to the power consumption in our customers’ office.

We also take the environment into consideration in our sales activities by providing training to our employees in eco-friendly products and tools such as the Eco-Efficiency Simulator designed to provide a quantitative visualization of an office’s impact on the environment to encourage our customers to select products and services high in environmental efficiency. In addition, we are also providing customers with guidance on settings for energy-saving mode and offering services such as energy-conservation simulations and energy consumption visualization for office output devices to assist customers with their energy conservation efforts.

In our newest models for FY2013, we achieved further advances by realizing fast start-up time in 3.1 seconds or less*, by improving fuser start-up performance.* In the case of ApeoPost-Port C3352/C2252 (with automatic double-sided document feeder B1-C), we achieved up to 12 times (the most times of any company in the industry), etc., as a result. We incorporate energy-saving technologies into the newer models in our entire lineup of products, and by replacing old models with these newer models, we are seeking to the power consumption in our customers’ office.

*1 Summarized for visualizing the contribution for CO2 emissions reduction across the entire life cycle quantitatively, including during customer use.

*2 Development and dissemination of environmentally conscious products and services.

http://www.fujifilm.co.jp/corporate/environment/preservation/design/healthcare/html

Activities to Reduce the Environmental Impact Across the Entire Life Cycle of Products


Overall design for environment

Management of chemical substances contained

Promote environmental labeling

OPINION

Third-Party Opinion on “Development and Dissemination of Environmentally Conscious Products and Services”

Dr. Norhiro Itsubo

Professor
Faculty of Environmental Studies
Tokai University

Profile
After heading the Life Cycle Assessment Division of the National Institute of Advanced Industrial Science and Technology (AIST) from 2000, Dr. Itsubo was Associate Professor at the National Institute of Environmental Studies (NIES) until 2013. After being appointed Professor from April 2013, he conducts research activities to contribute to the formation of an environmental society and corporate management, focusing on research and development of LCA and other environmental impact assessment methods.

Aggressive introducing and Using the Important Evaluation System are Worthy of Praise

The Fujifilm Group is reducing environmental impact in wide-ranging fields, from cosmetics, solutions, medical devices, and a recycling system for aluminum PS plates, etc. This shows how product design based on product life cycle, which you have continuously implemented for more than 10 years now, and the vast experience gained based on this, have already produced results. Last year, the Fujifilm Group has made the world’s first water foot print internal evaluation system. This has already been used to analyze “Developer waste reduction and water reuse unit” and has concretely shown their usefulness for society. This high foresight in constructing an evaluation system in advance of international standardization and already using this in product design is worthy of praise.

The Fujifilm Group is achieving a good balance in both continuing to promote this important evaluation system and actively introducing and using this new evaluation system. In the future, I hope to promote environmental innovation strategically implemented in cooperation with the supply chain, not just within your company but involving affiliated companies too.

Response to the third-party opinion

Thank you for your high evaluation of our continuous efforts over the past 10 years or more in environmentally conscious product design based on product life cycle and our water footprint activity undertaken last year, in advance of international standardization.

We intend to strategically promote the development and dissemination of products and services with high environmental value across the entire Group, by using our internal rule of “design for environment” which takes into account the product development process across the entire product life cycle, while actively introducing and using the new evaluation system.

[Ecology and Quality Management, CSR Division, Fujifilm Corporation]
Effective Use of Resources

Outline of Activities in FY2013

Measures to reduce waste

The Fujifilm Group is making comprehensive efforts to use resources effectively and reduce waste throughout the entire life cycle of its products, from design to manufacturing and disposing. 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 too, and since FY2011 we have been involved in project as Fujifilm Group to convert waste in manufacturing into valuable and raise the value of these valuables.

In FY2013, in addition to activities at production sites, we have expanded to wastes in office and warehouse for logistics, promoted our measure in the scope of our business activities overall. Since the wastes in office were being outsourced with contracts in each Group company, the wastes in each Group company in same building (or located nearby) were outsourced to different subcontractors on different schedules, but now a share among Group company (FUJIFILM Business Expert Corporation) has begun to manage wastes individually by collecting used products and reusing*1 and recycling *2 in the product design, reducing loss at the manufacturing stage, collecting, reusing and recycling used products, and recycling or converting into valuables.

but we have proceeding to reduce waste and recover more valuable materials by classifying and outsourcing logistics packaging plastics, such as stretch film etc. that was previously treated as waste without being separated, due to the low waste volume, to subcontractors unified in each area. As a result of these activities, by the end of FY2013, we were able to reduce outsourced waste disposal costs by 23% compared to FY2010.

We are progressing toward zero emissions overseas, by reducing simple incineration or landfill disposals. We have made significant improvements in North America, which was previously behind compared to Japan and Europe (zero emissions rate of over 97%), bringing it to 94%. We have begun to study for improvements in China too. We will continue to grasp the situation of waste discharge in a timely manner and promote continuous waste reduction and effective use of resources, in association with cost reduction activities by optimization for each Group.

Measures to achieve zero landfill from products

At Fuji Xerox, based on the approach that “used products are not waste products but valuable resources,” we have been introducing measures to reduce waste and recover valuable materials. In addition, we are reusing waste disposal costs through efficient collection and strengthening compliance. We had also been outsourced waste by each warehouse for logistics, overseas modeled on this achievement. We established recycling bases for the Asia Pacific region in Thailand in FY2004. Further bases were built in Taiwan in FY2007, and in Suzhou, China, in FY2008 to establish recycling systems. In FY2012, we launched the operation of recycle systems in Korea, Australia and New Zealand. These systems handle used products of each countries which previously been handled by the Thai site. In FY2013, we achieved the Zero Landfill standard of a 99.5% or more recycling rate in all countries and regions. Due to increased use of reused parts in products, the reduction of new resources input rose from 2,261 tons in the previous year to 2,834 tons, a further reduction of 473 tons. In addition, in terms of activities to enhance the quality of Zero Landfill, we are improving the working environment at dismantling processing bases.

*1 Reusing: Either parts are reused as they are, or their materials are reused.
*2 Recycling: Components that could not be reused are recycled as a resource for other purposes.

Overview of FY2013 Discharge*1 Group total

Recycle rate*2

More than 99.5% at all sites

23% reduction

Waste disposal costs (compared to FY2010)

Recycle rate of recyclable used products

▼Zero Landfill through the maximum use of resources

Infinite Zero Landfill through the maximum use of resources

▼More than 99.5% recycling rate

Recycle and reuse

Reduce waste to minimum in production

Consider the 3Rs, “Reduce, Reuse and Recycle”

▼Effective Use of Resources

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 establish a chain of value from water and fresh air is 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 life cycle 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.

Response to water risk

The Fujifilm Group has been managing and reducing water usage and recycling and reusing water from earlier, but in FY2013, we set Medium-Term Plan relating to water resources based on the review of the impairments for water risk, which is currently attracting much attention. Since the majority of water used by our Group is located in Japan, where water risk is low, and since we have already conducted water recycling in a high level, we set a target of “maintaining water usage per sales” at FY2012 levels.

While continuously promoting the reduction of water usage and recycling and reusing water, we plan to start studying for awareness and reduction of water usage in our customers and suppliers for products, in addition to the water usage of our company.

- Water usage/revenue

▼Fujifilm Group’s Water Usage

Water input Use Wastewater discharge

▼2013 Japan’s Economic Water Stress

Water input per unit

Water Use per Unit (usage /revenue)

▼Fujifilm Group’s Water Usage

Water input Use Wastewater discharge

▼2025 Water Stress Map and 2013 Fujifilm Group’s Water Usage

Effective Use of Resources

Outline of Measurements for Waste Reduction in Fujifilm Group

Product development

Design for Environment

Design products which generate minimal waste

Manufacturing

Reduce waste in production

Reduce waste in production and reduce the occurrence of accidents

Treatment of emissions

Promotion of effective use of resources

Recycle and reuse

Improving the recycling rate (treatment of industrial recycling, waste processing and recycling, etc.)

Comprehensive efforts to promote waste reduction and effective use of resources

▼Fujifilm Xerox Reduction of New Resource Input through the Reuse of Parts at the Parts Production activities aiming for Infinite Zero Landfill through the maximum use of resources by collecting used products and reusing and recycling them.

In the Japanese market, we have accomplished Zero Landfill of collected used products by reusing their components.

We are now broadening resource recycling sites

Water Stress Map: Mapping Fujifilm Group’s water usage into 2025 Water Stress Map (UNEP)

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Effective Use of Resources
Since its establishment the Fujifilm Group has conducted environmentally conscious business activities, as we have needed lots of clean air and fresh water for the production of photographic film, and this tradition has been passed down to all employees as the Fujifilm DNA. In an internal questionnaire conducted in 2005, we reconfirmed our level of awareness about biodiversity. Then, in 2008, we clarified the gaps between our awareness and that of others in the dialogue with experts and shared issues relating to biodiversity between the executives and managers, and in 2009, the Fujifilm Group formulated its Guidelines for Biodiversity. Under the Guidelines, since 2010, Fujifilm and Fuji Xerox have each been involved in various viewpoints of biodiversity conservation related to their businesses. More concretely, Fujifilm included biodiversity conservation in its Rule for Design of Environment (DE), while Fuji Xerox began surveys on land use for the purpose of biodiversity conservation at production and product development sites, etc. In 2012, our activities were reviewed and systemized overall, including those being conducted continuously. Not only by minimizing the impact on biodiversity and securing sustainable resources, but by contributing to the maintenance and recovery of biodiversity as the company’s social responsibility, we organized our approach based on the four key elements of “factories,” “products,” “social contribution” and “communication.” From among all the activities conducted for each key element, we incorporated those which we should continue to be aware of as priority issues. We intend to promote measures for the conservation of biodiversity among businesses with environmental protection through conducting activities. In FY2013, for the Nagoya Protocol on Access and Benefit-sharing (ABS), Fujifilm has begun a correspondence study, such as confirmation of raw materials that may be involved, etc. We will promote the construction of reliable measures for the Protocol’s entry into force in the future, taking into account also domestic procedures in Japan. In addition, at Fuji Xerox, where paper is an essential commodity, the Paper Procurement Committee was held again as it was last year, and reconfirmed the provision system for paper that customers can use with peace of mind. Fuji Xerox formulated the Environmental, Health and Safety requirements regarding paper procurement for suppliers of paper in 2004, and in 2012, Fuji Xerox took a step further to add trading criteria in business activities of our suppliers from CSR perspective, which requires biodiversity conservation and the respect of the rights of the local residents. Fuji Xerox has strengthened the management for paper procurement to our suppliers.

Main activities for biodiversity conservation

- Activities to conserve the water source at each factory
- Co-sponsoring training courses for Nature Conservation Educators
- Since FY2001, Fuji Xerox has been holding training courses jointly with the Nature Conservation Society of Japan (which have been attended by more than 300 employees in total).
- Support to the Monitoring Site 1000
  - We have been providing high sensitivity negative film for sensor cameras used in surveys since 2007.
- Rice Paddy Assistants
  - Regional collaboration activities to preserve groundwater in Minami-Aso village. FUJIFILM Kyushu has been participating in those activities since FY2010.
- Support to projects by NPOs and NGOs involved in education on biodiversity conservation for the next general competition
  - Kikigaki Koshien, Watashi-no Shizenkansatsu Competition, Alaniko Nikk, Mokomon-korino etc.
- Support to the Biodiversity Action Award Japan
  - We have been providing digital camera as “Fujifilm Award” through CEPA Japan.

For 30 years by 300 employees

- 300 employees engaged in environmental activities for nature guides and with youth

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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 of the manufacturing processes of our products, from the perspective of safety management. This management includes 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, and enhancing our system to acquire information on laws and regulations in each country and region around the world, and to ensure response efficiently.

**Human rights issues considered important for the chemical industry**


c| Core operation/Supply chain | Human rights issues | Concrete issues |
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<td>Core operation/Supply chain</td>
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<td>Risks of skin injuries and cancerously affected by the use of chemical materials.</td>
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<td>Community</td>
<td>Use of natural resources</td>
<td>Risks associated with large amount of hazardous materials, water pollution or production as well as during transportation.</td>
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<td>Community</td>
<td>Voluntary relocation consultation and compensation.</td>
<td>Adequate compensation or relocation may create tensions with local communities when developing sites, which may endanger the safety and health of people and community in the area.</td>
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<td>Key human rights issues in pharmaceutical sector</td>
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*1 Joint Article Management Promotion-consortium (JAMP): A cross-industry organization established in 2007 for harmonizing and managing information on chemical substances contained in products throughout the supply chain.  
*2 Safety Data Sheet (SDS): Datasheet to supply information related to the characteristics and handling of chemical products.


Realizing diverse ways of working

**Fujifilm**

We continue to engage in efforts to facilitate diverse ways of working. In 2007, we implemented the F-POWER Program. The purpose of this program was to create an environment where female employees can demonstrate their maximum capabilities. Holding seminars and arranging a balance between work and childcare, we established a base to allow female employees to participate actively. In 2010, we expanded and revised the work-life balance support systems with various nursing care and family care leave programs, exceeding the legal standard.

In 2013, to prevent careers from being cut short by childcare leave, we established a system that, in principle, enables employees to return to their previous workplace on their return to work, as well as providing online courses that employees can take at home, to support them in returning to work quickly. Now, increasing numbers of employees are taking English or business skill courses, and we are able to support them in improving their skills and knowledge. In addition to this, we introduced a system targeting employees who have been forced to leave the company because of unavoidable circumstances, such as a spouse being transferred to a different place of work or due to childcare, etc., that will enable them to re-enter the company. And we introduced a female mentor program to promote information-sharing designed to overcome anxiety over future careers, childbirth and childcare. We will continue to develop our corporate culture and expand our systems to enable each and every employee to make use of their diversity, to actively participate and to demonstrate their capabilities to the maximum.

**F-POWER**: Abbreviation for Fujifilm Positive Women Encouraging Renovation

**Fujixerox**

At Fujixerox, we consider initiatives of respect for diversity as our most important principles to become a company where people can demonstrate their capabilities to the full regardless of gender, and to become a truly excellent company that offers products and services appealing to customers. For this reason, we are committed to recruiting and promoting diverse human resources and to establishing flexible employment that can enable every human resource to demonstrate their capabilities to the maximum. We set the target of doubling the proportion of female managers in the five years from FY2012 onward, and actively work to achieve this target.

By transforming their working styles to achieve a work-life balance that enables working efficiency, we aim to reduce working hours and “realize flexible ways of working that can support the diverse values of employees.” We believe that it is important for each employee to participate themselves in implementing work improvements, etc., in the process of change, and to provide that experience to customers as a solution service.

Human resources development from a global perspective

**Fujifilm**

We accelerate our efforts for our initiative to develop global talent, based on the idea, “Development and use of talent regardless of nationality or gender, etc.” introduced in 2011. In FY2013, in addition to holding the 4th Global Leadership Seminar, to train regional management level employees, the Regional Leadership Seminars, to train regional management level employees were held in regional headquarters in Europe and North America. It proved to be meaningful regardless of nationality or gender, etc.” introduced in 2011. In FY2013, in addition to holding the 4th Global Leadership Seminar, to train regional management level employees, the Regional Leadership Seminars, to train regional management level employees were held in regional headquarters in Europe and North America. It proved to be meaningful.

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**Occupational Health and Safety**

**Topics in FY2013**

*Occupational Health and Safety*

**Basic Approach**

Founded on the conviction that occupational safety is the cornerstone of business activity, and employee protection and ensuring safety is one of our core values, Fujifilm is undertaking exhaustive compliance with laws and regulations related to occupational health and safety.

**Fujifilm Group Occupational Health and Safety Policy**

- Fujifilm Group strictly implements its business based on the following policy elements, considering that the securing of employees’ occupational health and safety is the most important and basic element in its corporate activities.
  1. We will consider the employees’ occupational health and safety as a core value.
  2. We will proactively maintain and promote employees’ health.
  3. We will realize the highest standard for employees’ occupational health and safety in response to the demands of society.
  4. We will establish smooth communications among all Fujifilm-related companies and their employees regarding occupational health and safety.
  5. We will actively provide employee education and training on occupational health and safety.

**Outline of Activities in FY2013**

- **Fujifilm**
  
  Fujifilm is conducting measures to create workplaces where our employees can work in good health and with peace of mind, based on the safety policy at each facility. We do this through raising awareness among employees, activities to prevent fires and accidents, safety inspections at all levels of the design, installation and operation of equipment and plants, and the improvement and optimization of workplaces including by external experts, and safety patrols by the company and labor unions.

  In FY2013, we shared information and knowledge on worker’s accident and near-miss cases, as well as measures to avoid their recurrence, which we have been conducting to include Fujifilm’s affiliate companies since last fiscal year. We also promoted further prevention of the occurrence of similar incidents. In addition to this, by conducting mutual safety tours of inspection between factories, we are seeking to raise the standard of safety activities.

  We are also conducting occupational health and safety initiatives outside Japan. For example, at the FUJIFILM do Brasil Ltda.’s Manaus Factory, Brazil, we hold an annual “Labor Accident Prevention Week” held February 21, 2014 in Manaus Factory, Brazil. Although this is a government regulation, an annual “Labor Accident Prevention Week” to reinforce safety is held February 21, 2014 in the Manaus Factory, Brazil, we hold an annual “Labor Accident Prevention Week” to reinforce safety.

  By this program, not only our business partners, but also workers cooperate with the campaign. As a result of conducting this week-long program, we held presentations on labor safety, ergonomics, and healthy workplaces, followed by medical examinations by occupational medicine doctors, dentists and psychologists. A questionnaire to identify each employee’s health conditions, lifestyle and level of stress was held, as well as check-ups conducted for blood pressure, glycemia and dental health. Special emphasis was placed on early diagnosis and treatment of chronic conditions and lifestyle issues, such as high blood pressure, diabetes, stressful lifestyle, sedentary, obesity, and smoking.

- **Fuji Xerox**

  Fuji Xerox and its affiliate and sales companies are conducting activities with a target of realizing safe and pleasant workplaces and employees who are healthy in both body and mind. In FY2012, one production base attained OHSAS 18001 (occupational health and safety management system) accreditation, and we are striving to manage and improve employee occupational health and safety.

  Regarding the prevention of workplace accidents, each factory investigates the causes of an accident through the activities of the occupational health and safety committee, examines measures for the prevention of its recurrence and continuously raises employee awareness, and as a result of this, the work accident rate has decreased by 0.1%. This is due to the measures taken to improve equipment and human resources, to provide employees with training, and to improve safety policies. As a result of these activities, the occurrence of accidents has decreased. In FY2013, we are expanding the scope of CSR self-check to all business fields and to cover both domestic and international suppliers.

**Promoting CSR Among Our Suppliers**

**Basic Approach**

At the Fujifilm Group, we not only conduct business activities with an awareness emphasizing the importance of corporate ethics and social responsibility within our own company, but we also aim to ensure the understanding of our suppliers. With the goal of conducting such activities in collaboration with them, we are enhancing partnerships with our suppliers that put in practice the principles of fair and impartial trade. In FY2013, we formulated the Fujifilm Group Procurement Policy, which shows our approach regarding procurement and which continues to develop such activities.

**Outline of Activities in FY2013**

- **Fuji Xerox**

  Since 2000, we have been making efforts for green procurement, which takes the environment into consideration. We will launch our examination for CSR procurement in FY2013, and we are making efforts to secure matching rate of 90% or more in the highest priority items.

  Continuing on from last fiscal year, in the field of logistics, all logistics companies (81 companies) for ethical procurement through one week Japan achieved targets of matching rate of 90% or more in the highest priority items. Outside Japan, our CSR promotion activities have been fully launched in the Asian Pacific region hub warehouse. Issues were extracted from our CSR promotion activities have been fully launched.
**Products and Services which Reflect Our Customers’ Views**

Manufacturing which responds to the needs to a wide variety of customers

- **Fujifilm**
  - To provide a better customer experience and to stay competitive in the market, Fujifilm is committed to offering products and services that cater to diverse customer needs.

**Outlook of Activities in FY2013**

**Efforts to raise Customer Satisfaction (CS)**

- **Fujifilm**
  - Fujifilm deploys its businesses in a wide range of fields, each with a variety of customers, from companies and hospitals to regular consumers, and it responds to their views according to the special characteristics of each product.

**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. For this reason, we place emphasis on creating opportunities and points for communication with customers such as by means of the following five mechanisms to respond sincerely and directly to the voices of customers: (1) Call centers (main contact point for inquiries); (2) Voice of Customer (VOC) mechanism for comprehensively collecting information from customers; (3) Official website; (4) Various types of market researches; and (5) CS programs (improvement activities based on CS surveys). Furthermore, within the company, we have constructed a 3-layer CS system comprising "CS improvement committee," "CS Improvement at Customer Contact Points Specific Group," and "CS Executive Meeting," to promote our CS activities. In FY2013 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 product 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 as an authentication, so that the product does not run out 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.

- **FSR**

  - In developing our products, we have collected information from listening to and visiting customers, etc. We design, develop and conduct evaluations in operability test processes which we plan to deploy globally, we conduct verification by country based on the results of this analysis in product design. In 2013 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.

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

- We consider the results of this analysis in product design. In 2013 too, we conducted usability evaluation centered on medical systems, such as X-ray diagnostic imaging systems, etc.

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

- In FY2013, promoting multiple reception system for maintenance and consumables, the both numbers were combined.

**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 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 the point of contact with them. We aim to correctly grasp their views, as well as to respond in a speedy, kind, accurate and fair manner, and we are constructively linking these views to improvements in product development and our work processes.

**ISO 10002 (International Standard for Complaints Handling Management System)**

<table>
<thead>
<tr>
<th>Customers’ opinions</th>
<th>Requests</th>
<th>Proposals</th>
<th>Remarks</th>
<th>Orders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquiries</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Interactive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultation facility (only B to C)</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Fujifilm Call Center for Healthcare Services</td>
<td>360,000</td>
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</tr>
<tr>
<td>Technical Support Center</td>
<td>63,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service Station</td>
<td>840,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Service Center</td>
<td>170,000</td>
<td></td>
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</tr>
<tr>
<td>Call center</td>
<td>170,000</td>
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<td></td>
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</tr>
<tr>
<td>Technical Support Center (FSR Support Center, FUJIFILM SEAL Support Desk)</td>
<td>63,000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Service Station</td>
<td>840,000</td>
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<tr>
<td>FUJIFILM SQUARE</td>
<td>360,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic marketing divisions, Domestic sales companies</td>
<td>63,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Each consultation facility manages information such as comments and inquiries in a database</td>
<td>170,000</td>
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</tr>
<tr>
<td>Division heads</td>
<td>Feedback</td>
<td></td>
<td></td>
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<tr>
<td>Customer satisfaction</td>
<td>Top management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer satisfaction (CS)</td>
<td>25,994</td>
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<td></td>
</tr>
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<td>CS programs</td>
<td>41,418,483</td>
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<td></td>
</tr>
<tr>
<td>CS improvement activities at core group</td>
<td>25,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CS improvement activities by core group</td>
<td>41,418,483</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>CS improvement activities at customer contact points</td>
<td>25,000</td>
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<tr>
<td>CS improvement activities at customer contact points</td>
<td>41,418,483</td>
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<td>CS improvement activities at customer contact points</td>
<td>25,000</td>
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<td></td>
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</tr>
<tr>
<td>CS improvement activities at customer contact points</td>
<td>41,418,483</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Customer Surveys**

- In FY2013, promoting multiple reception system for maintenance and consumables, the both numbers were combined.

**Customers’ opinions**

- Customers’ opinions are reflected in all levels of management, from the top management down to the lowest levels of management.

**Reflecting customers’ opinions**

- Customers’ opinions and requests are considered at the highest levels of management, as well as for improvements in the products and services.

**Weping as a successful example**

- Fujifilm’s "Universal Design" program is an example of how the company is able to meet the needs of customers with various disabilities.

**Weping as a successful example**

- Fujifilm’s "Universal Design" program is an example of how the company is able to meet the needs of customers with various disabilities.
Outline of Activities in FY2013

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), 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 cooperation with local communities. There are workshops for children to learn the pleasures of taking photo and photography, Pink Ribbon movement to raise awareness of the importance of early detection, diagnosis and treatment of breast cancer and others being organized in Asia, Europe, the United States and other parts of the world, as well as medical equipment supply to emerging nations and disaster areas.

Additionally, internal schemes have been developed, such as volunteer leave, to create an environment and systems for raising the volunteer spirit among each and every employee. These activities have continued in FY2013. Recovery assistance for areas devastated in the Great East Japan Earthquake continues with energy and has developed to the inception of Tono Miraizukuri College (Tono Future Creation College) and other activities. The Group will continue to move forward in social contribution activities to solve social issues, by taking advantage of our business operation and with attention to communications and partnerships with our stakeholders.

Promotion of ESD through support for the education of the future generation

To mark the close of the “United Nations Decade of Education for Sustainable Development, 2005–2014 (UNDESD),” in Nov. 2014, “UNESCO World Conference on Education for Sustainable Development (ESD)” will be held in Nagoya City. The Fujifilm Group continues to support education for building a long-term sustainable society, such as with its Kikigaki Koshien and Kids’ ISO 14000 program, etc.

High school students from across Japan participate Kikigaki Koshien to interview experts and masters about a ways of living, knowledge and techniques etc. relating to the area and the forests.
Compliance

Compliance education (Fuji Xerox in Japan)

<table>
<thead>
<tr>
<th>Training names</th>
<th>Intended audience (Fuji Xerox and its affiliates)</th>
<th>Content of education</th>
<th>2013 results</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Fuji Xerox Labor Management and Code of Conduct Training WBT (Web-based Management)</td>
<td>Basic knowledge of compliance, employee code of conduct, corporate value, consulting policy, etc. (by CP &amp; RM)</td>
<td>Ongoing training (low attendance)</td>
<td>4,901 participants</td>
</tr>
<tr>
<td>All Fuji Xerox Labor Management and Code of Conduct Training WBT (Understanding Conduct and Preventing Harassment)</td>
<td>Understanding Fuji Xerox’s Code of Conduct and preventing harassment. A harassment prevention workshop is held after WBT</td>
<td>Ongoing training (high attendance)</td>
<td>30,144 participants</td>
</tr>
<tr>
<td>New executive officer training</td>
<td>Group training on executives’ duties and responsibilities, corporate basic value, and risk management—excluding less concentrated areas</td>
<td>Ongoing training (low attendance)</td>
<td>64 participants</td>
</tr>
<tr>
<td>New administrator training</td>
<td>Group training on compliance in labor management (impotence and risk of labor management, corporate misconduct, behavior of workplace)</td>
<td>Ongoing training (high attendance)</td>
<td>263 participants</td>
</tr>
<tr>
<td>Basic training for new employees</td>
<td>Understanding the company’s Code of Conduct, a basic business conduct and development</td>
<td>Ongoing training (high attendance)</td>
<td>3,417 participants</td>
</tr>
<tr>
<td>Basic training on leave: WBT</td>
<td>Training on basic legal knowledge regarding the Internet leave</td>
<td>Ongoing training (high attendance)</td>
<td>397 participants</td>
</tr>
<tr>
<td>Risk management training: WBT</td>
<td>Training on basic legal knowledge regarding the Internet leave</td>
<td>Ongoing training (high attendance)</td>
<td>approx. 30,000 participants</td>
</tr>
</tbody>
</table>

Risk Management

Acquisition of P-Mark and ISMS

<table>
<thead>
<tr>
<th>Certification</th>
<th>Certified affiliates</th>
</tr>
</thead>
<tbody>
<tr>
<td>P-Mark 1</td>
<td>Fujifilm Medical Co., Ltd.</td>
</tr>
<tr>
<td>Fujifilm Imaging Systems Co., Ltd.</td>
<td>Fujifilm Sonoma Medical Systems Co., Ltd.</td>
</tr>
<tr>
<td>Fuji Xerox System Service Co., Ltd.</td>
<td>Fujifilm Sonoma Medical Systems Co., Ltd.</td>
</tr>
<tr>
<td>Fuji Xerox Technical Service Co., Ltd.</td>
<td>Fujifilm 3D Printing Services Co., Ltd.</td>
</tr>
<tr>
<td>Fuji Xerox Leasing India Inc.</td>
<td>Fujifilm Leasing Co., Ltd.</td>
</tr>
<tr>
<td>Fujifilm Imaging Co., Ltd.</td>
<td>Fujifilm Leasing Co., Ltd.</td>
</tr>
<tr>
<td>Fujifilm Medical Co., Ltd.</td>
<td>Fujifilm Medical Co., Ltd.</td>
</tr>
<tr>
<td>Fuji Xerox Service Co., Ltd.</td>
<td>Fuji Xerox Service Co., Ltd.</td>
</tr>
</tbody>
</table>

1) P-Mark is a mark granted by the Japan Information Processing Development Corporation (IPDC) 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).

Employee

Composition of the Fujifilm workforce

Regular employees

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Number of employees</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Average age</th>
<th>Turnover rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2010</td>
<td>45,717</td>
<td>38,390</td>
<td>7,327</td>
<td>45,717</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>FY2011</td>
<td>45,925</td>
<td>38,619</td>
<td>7,306</td>
<td>45,925</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY2012</td>
<td>46,117</td>
<td>38,907</td>
<td>7,210</td>
<td>46,117</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>FY2013</td>
<td>46,275</td>
<td>39,116</td>
<td>7,159</td>
<td>46,275</td>
<td></td>
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</tbody>
</table>

Non-regular employees

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Number of employees</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Average age</th>
<th>Turnover rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2010</td>
<td>305</td>
<td>287</td>
<td>18</td>
<td>305</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY2011</td>
<td>309</td>
<td>291</td>
<td>18</td>
<td>309</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>FY2012</td>
<td>310</td>
<td>292</td>
<td>18</td>
<td>310</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY2013</td>
<td>311</td>
<td>293</td>
<td>18</td>
<td>311</td>
<td></td>
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</tr>
</tbody>
</table>

Status of regular employees

Average age 41.8 years, Male 41.7, Female 41.9 years

Recruitment

New graduate recruited: 619

Other

Number of employees taking a leave of absence

Nursing care leave:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2010</td>
<td>38</td>
<td>10</td>
<td>48</td>
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<td>FY2011</td>
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<td>FY2012</td>
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<td>50</td>
<td></td>
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Crisis leave:

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<tr>
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<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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<tbody>
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<td>12</td>
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<tr>
<td>FY2011</td>
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<td>10</td>
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<tr>
<td>FY2012</td>
<td>8</td>
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<td>10</td>
<td>8</td>
<td>2</td>
<td>10</td>
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Child medical leave:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
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</thead>
<tbody>
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<tr>
<td>FY2011</td>
<td>9</td>
<td>1</td>
<td>10</td>
<td>9</td>
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<td>10</td>
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<tr>
<td>FY2012</td>
<td>9</td>
<td>1</td>
<td>10</td>
<td>9</td>
<td>1</td>
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<td>10</td>
<td>9</td>
<td>1</td>
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Volunteer work leave:

<table>
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<tr>
<th>Fiscal Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>FY2010</td>
<td>8</td>
<td>0</td>
<td>8</td>
<td>8</td>
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</tr>
<tr>
<td>FY2011</td>
<td>8</td>
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<td>8</td>
<td>0</td>
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<tr>
<td>FY2012</td>
<td>8</td>
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<td>8</td>
<td>8</td>
<td>0</td>
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<td>FY2013</td>
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</tbody>
</table>

Labor

Composition of labor union membership

As of March 31, 2014

<table>
<thead>
<tr>
<th>Labor union</th>
<th>Total members</th>
<th>Proportion of total membership</th>
<th>Average age of total members</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

Revisions to systems operating in accordance with agreements between the labor union and the company

<table>
<thead>
<tr>
<th>Year</th>
<th>Agreement content</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2008</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2009</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2010</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2011</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2012</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
<tr>
<td>2013</td>
<td>Revisions of the support system for employees. Staff welfare benefits for employees.</td>
</tr>
</tbody>
</table>

Personnel and Labor (FUJIFILM Corporation)
**Employment**

- **Composition of the Fuji Xerox workforce** (As of March 31, 2014)
  - Regular employees: 9,154
  - Non-regular employees: 789

- **Status of regular employees**
  - Average age: Male 39, Female 36
  - Male: 5,032, Female: 4,122

- **New graduates recruited** (FY2014)
  - Male: 1,167, Female: 877

- **Recruitment**
  - 120 employees
  - 45% females

- **System for a good work-life balance**
  - All those systems provide for generous leave beyond that required by law.

- **Number of employees taking a leave of absence**
  - Leave for birth and childrearing
  - Leave for paid leave

- **Employment and re-employment of persons with disabilities**
  - Employment rate of persons with disabilities: 1.6%

- **Number of employees taking a leave of absence**
  - Leave of absence for birth and childrearing
  - Leave of absence for paid leave

**Data and Information**

**Personnel and Labor (Fuji Xerox)**

**Environmental Aspects**

**Priority Targets**

- **Fuji Xerox Priority Targets (Environmental Medium-Term and 2014 Targets)**
  - Controlling global warming
  - Reducing CO2 emissions at customers by
  - Reducing CO2 emissions of customers by

**Environmental Aspects**

**Fuji Xerox Priority Targets**

**CO2 emissions (Scope 1, 2, 3)**

**FY2013 result of GHG Scope 3 emissions for Fujifilm Group**

**FY2013 CO2 emissions by region**

- Japan: 673,000
- Americas (USA, Canada, Brazil): 145,000
- Europe: 85
- China: 124
- Others: 1,386

**CO2 emissions**

- Domestic: 47,000
- Foreign: 626,000

**CO2 emissions by activity**

- Manufacturing and distribution
- Business travel
- IT services and support
- Material irregularities

**CO2 emissions by sector**

- Capital goods
- Other sectors
**Environmental Aspects**

**Reducing Chemical Substances Emissions**

![Graph](image_url)  
**Response to the PRTR Law (FujiFilm and its domestic affiliates)** in addition to those substances that must be reported under the PRTR Law (FujiFilm Release and Transfer Receptor Laws). FujiFilm controls another 10 items on voluntary basis, annual reports on public accountability, and to conduct public disclosure of emission information by requiring autonomous monitoring, and has been endeavoring to reduce those emissions on consolidated basis. Data volume, atmospheric emissions, emissions, reduction activities of packaging materials, and reduction activities of volatile organic compounds, and reduction activities of 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 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 water pollution.

**Environmental Aspects**

**Reducing Chemical Substances Emissions**

![Graph](image_url)  
**Response to the PRTR Law (FujiFilm and its domestic affiliates)** in addition to those substances that must be reported under the PRTR Law (FujiFilm Release and Transfer Receptor Laws). FujiFilm controls another 10 items on voluntary basis, annual reports on public accountability, and to conduct public disclosure of emission information by requiring autonomous monitoring, and has been endeavoring to reduce those emissions on consolidated basis. Data volume, atmospheric emissions, emissions, reduction activities of packaging materials, and reduction activities of volatile organic compounds, and reduction activities of 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 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 water pollution.

**Environmental Aspects**

**Reducing Chemical Substances Emissions**

![Graph](image_url)  
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Labor Environment and Social Benefit Accounting

Overview of FY2013
- 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 included FujiFilm Square as the basis for preservation and communication concerning photographic culture, as well as for photo contests.

Environmental Accounting

Overview of FY2013
- Overall costs were reduced by 10%. Approximately 6% of total costs was for facility investment while 94% was expenditure. This ratio is almost the same as the previous year.
- Facility investments
  - Reduced approx. 10% year-on-year. This is due to the drastic drop in investment into facilities related to plants.
- Expenditure
  - Expenditure was reduced by ¥180 million or 4% year-on-year, through efficient measures in workplace. R&D costs account approx. 40% of the entire expenditure.
- Environmental conservation benefits
  - The economic effect grew 2% to ¥2.8 billion year-on-year internally and externally.
    - Internal economic effect
      - Slightly reduced by 1.5% year-on-year.
    - External economic effect
      - Rise in benefits for customers led to a marked increase of ¥5.4 billion or 7% over the previous year. Greater use of energy-saving equipment also resulted in a slight reduction by 1.5% year-on-year.

Environmental conservation benefits (4)
- Environmental damage
  - Reduced approx. 50% year-on-year. This is due to the drastic drop in investment into facilities related to plants.
- 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 Accounting as well.

Period of coverage
FY2013 (April 1, 2013 to March 31, 2014)

Basic items
- Objectives of labor environment and social benefit accounting
  - These accounts are 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 Accounting as well.

Facility investments
- Reduced approx. 10% year-on-year. This is due to the drastic drop in investment into facilities related to plants.

Expenditure
- Expenditure was reduced by ¥180 million or 4% year-on-year, through efficient measures in workplace. R&D costs account approx. 40% of the entire expenditure.

Environmental accounting (million yen)

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Goal</th>
<th>FY2011</th>
<th>FY2012</th>
<th>FY2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work health and safety</td>
<td>1,785</td>
<td>1,454</td>
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<tr>
<td>Pensioned training</td>
<td>2,343</td>
<td>2,752</td>
<td></td>
<td></td>
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<tr>
<td>Project diversity</td>
<td>585</td>
<td>579</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Development in which employees can work comfortably</td>
<td>1,238</td>
<td>1,696</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>6,714</td>
<td>6,685</td>
<td></td>
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</tbody>
</table>

Customer benefits
- Environmentally friendly products and services
  - Estimated to be ¥186 million or 7% over the previous year. Greater use of energy-saving equipment also resulted in a slight reduction by 1.5% year-on-year.

Transfer measure
- Transfer measures
  - Hosting the “Japan Photographic Preservation Center” and a product donation to the Nature Conservation Society of Japan. In the promotion of art and culture, expenditure included FujiFilm Square as the basis for preservation and communication concerning photographic culture, as well as for photo contests.
- Local communities
  - Slightly reduced by 1.5% year-on-year.
- International community
  - Slightly reduced by 1.5% year-on-year.

Social programs
- Social programs
  - Reduced approx. 50% year-on-year. This is due to the drastic drop in investment into facilities related to plants.

Volunteer activities during working hours
- 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.

Labor Environment and Social Benefit Accounting

Environmental accounting for FY2013

| Environmental accounting costs | Capital investment | Exp.
FUJIFILM Holdings' CSR has shown dramatic advances in 2014 with the new medium-term management plan. I would like to present my assessment of its CSR from the three perspectives of (1) process, (2) direction and (3) self-examination, focusing chiefly on the medium-term management plan.

(1) Process

The most important feature of the activities conducted this year to resolve social issues through business operations was the systematic process implemented to identify priority areas and issues. Fulfill should be recognized for its effort in identifying 11 priority issues in the four areas of the Environment, Health, Daily Life, and Working Style based on the two overlapping perspectives of business strategy and social importance.

A systematic process is both reproducible and extensible, presenting the possibility of future activities. The process that has been executed in concrete detail in the new Medium-Term Management Plan should be recognized as proof of the company's focus on the future.

(2) Direction

Regarding “focus on the future,” sharing a company’s vision of the ideal future society with society at large serves as the foundation for cooperation with its stakeholders. A good example of this in the Report is the gas separation membrane module that enables the use of natural energy sources with high efficiency and low energy consumption, which the company has reported to be progressing from demonstration tests to the commercialization phase.

If I am permitted to ask for more in this direction, however, a future vision that is one or two steps further into the future from the current state of technical innovation and should be recommended. The idea would be to present to society a vision that is greater in scale.

(3) Self-Examination

On the “dark” side of business activities, including reducing the use of natural energy sources with high efficiency and low energy consumption, which the company has reported to be progressing from demonstration tests to the commercialization phase, I would like to comment on the vital global issues of (a) measures to address global warming, (b) preservation of water issues through products, services and technology. With CSR firmly rooted at the core of business management and implemented in combination with its business strategies, the Fujifilm Group has clearly taken a large step towards the right direction this year.

With the emphasis placed on progress, the Group is moving forward with a grand vision, and is not forgetting to scrutinize its own actions at all times. This is what I see in this year’s wonderful report and forms the essence of CSR in the Fujifilm Group.

For four years from 2000, he served as secretary-general of the Japan Business Council in Europe in Brussels, actively engaging in lobbying the EU market. He has participated in the EU’s CSR policy planning. After returning to Japan, he has been visiting lecturer at Keio University Law School and visiting professor at Saitama University Graduate School of Economic Science. He is currently Consulting Fellow at the Research Institute of Economics, Trade, and Industry. His major works include “Global Rules as Competition Strategy” (TOYO KEIZAI Inc.) and “CSR in Europe and CSR in Japan” (JUSE Press).

Mr. Sueyoshi, the company’s proactive efforts to create a schema for transmitting power generated internally on consignment, without depending on existing rules, is very impressive and is something that we would like to see demonstrated in the future as well. Changes in society require changes also in the social regime, and CSR plays an important role in exercising initiatives to achieve this goal.

(b) Water problem

The shortage of water supplies is expected to become a serious issue in sustainable growth on a global scale. In this respect, I welcome and applaud the establishment of guidelines for calculating water consumption through the entire product life cycle and for advances in water recycling. In addition, activities to conserve water in the color printing paper production process at its US plant are extremely interesting. Unlike CO2, however, water-related risks are hugely dependent on regional characteristics. It may be rational to set goals with attention paid to the fact that much of the groupwide water consumption is concentrated in Japan, where water-related risks are low.

(c) Global protection of human rights

Key to this area is the execution of human rights due diligence throughout the supply chain. Although progress can be seen in this respect, the speed is not necessarily adequate. One issue that should be addressed in the future can be seen in the significant gap in progress between Fulfill and Fuji Xerox in promoting CSR at their suppliers. Although implementation is not easy, since this is an issue involving Fujifilm intervening in its suppliers based on its principles, I would like to see the company’s proactive efforts to create a schema for transmitting power generated internally on consignment, without depending on existing rules, is very impressive and is something that we would like to see demonstrated in the future as well. Changes in society require changes also in the social regime, and CSR plays an important role in exercising initiatives to achieve this goal.

In top Commitment, Chairman Komori stated the Company commits to implementing CSR activities from the new perspectives of creating value for society and contributing to resolving social issues through products, services and technology. With CSR firmly rooted at the core of business management and implemented in combination with its business strategies, the Fujifilm Group has clearly taken a large step towards the right direction this year. With the emphasis placed on progress, the Group is moving forward with a grand vision, and is not forgetting to scrutinize its own actions at all times. This is what I see in this year’s wonderful report and forms the essence of CSR in the Fujifilm Group. At the same time, it is essential that the Group play a major part in the betterment of the society and the environment. I sincerely hope that the opinion I have presented here will contribute to the Group’s future activities.
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: ¥4,038,310 million (as of March 31, 2014)
  - Employees: 125 (as of March 31, 2014)
  - Consolidated subsidiaries: 78,595 (as of March 31, 2014)

- **Fujifilm Group Organization (as of March 31, 2014)**
  - Holding company: FUJIFILM Holdings Corporation
  - Operating companies: FUJIFILM Corporation
  - Shared service company: FUJIFILM Business Expert Corporation
  - Subsidiaries: TAKASAKI CHEMICAL CO., LTD.

- **Economic Social Benefits**
  - **Holding company**: 100%
  - **FUJIFILM Corporation**: 75%
  - **FUJIFILM Business Expert Corporation**: 100%

- **Consolidated subsidiaries**: 273 (as of March 31, 2014)

- ** Employees**: 125 (as of March 31, 2014)

- **Capital**: 750 (as of March 31, 2014)

- **Established**
  - Tokyo Midtown, 9-7-3 Akasaka, Minato-ku, Tokyo 107-0052, Japan

- **Representative**
  - FUJIFILM Holdings Corporation

- **Document Solutions**
  - Imaging Solutions
  - Information Solutions
  - Recording Media

- **Solutions**
  - Imaging
  - Information
  - Graphic Systems

- **Footnote**
  - *After elimination of intersegment transactions

- **Important**
  - Pharmaceutical and industrial activities

- **CSR Site**

- **Sustainability Report 2014**
  - We welcome your comments to improve our future reports.
  - Publishing the report
  - Use as communication tools
  - Use as communication tools

- **Process of creating the report**
  - Communication (using tools such as dialogue meetings, surveys, and inquiries)
  - Publishing the report
  - Use as communication tools

- **Stakeholders**
  - Daily business operation (CSR activities)

- **Editorial Policy**
  - FUJIFILM Holdings Sustainability Report 2014 covers information about the environmental and social aspects of the Fujifilm Group's wide-ranging corporate activities, focusing on topics of specific importance to both the Fujifilm Group and its stakeholders.
  - This year's report features the Fujifilm Group's 80th anniversary with its history, our expanding business areas, and Sustainable Value Plan 2016 (SVP2016), the group's Medium-Term CSR Plan. We hope that the report delivers a good insight into our business approach—which is closely linked with our CSR activities and sustainability—to all our stakeholders.
  - In the section covering the CSR Activity Report, we have compiled concrete examples of our CSR activities both in Japan and overseas. Individual activity results are presented with associated data to deliver concise and easy-to-understand reading. The Third-Party Opinion section this year again provides an objective assessment of our efforts.
  - We actively publish our CSR information on the URL below. Further details of CSR activities being undertaken in our respective group companies, including Fujifilm and Fuji Xerox, are also available on each company's official website.

- **Date of publication**
  - August 2014 (next report: August 2015, previous report: August 2013)

- **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.

- **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 66.
  - The scope of Environmental Accounting is shown on page 65.

- **Date of publication**
  - August 2014 (next report: August 2015, previous report: August 2013)
About the artistic work 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 Kyoto National Museum, we are presenting works owned by the museum on the front cover of this report.

Large Bowl with Cherry and Maple Design (Cloud and Brocade Work)

Artist: Dohachi NINAMI
Edo period, 19th century
Kyoto National Museum

Dohachi NINAMI was a disciple of Eisen Okuda and is regarded as one of the master craftsmen of the end of the Edo period. A Cloud and Brocade work refers to the cherry and maple design on the pottery, colored by an over-glazing technique and based on the popular saying, "Cherry blossoms in Yoshino Mountain are like cloud, and maples on the Tatsuta River are like brocade." Dohachi excelled in this form of design.

Photo: ©KYOTOMUSE (Kyoto National Museum)

Kyoto National Museum
527 Chaya-cho, Higashiyama-ku, Kyoto, Japan, 605-0931
Phone: +81-75-541-1151
http://www.kyohaku.go.jp/eng/index_top.html

The Kyoto National Museum was established over a hundred years ago in 1897 in the Higashiyama district of southeastern Kyoto. It focuses on early works of art, cultural artifacts, and archaeological finds from Kyoto and other parts of Japan, as well as from East Asia.
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.

<table>
<thead>
<tr>
<th>ISO26000 Core Subjects</th>
<th>Issues</th>
<th>Related Information</th>
<th>Pages in this Report 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Governance</td>
<td>Organizational Governance</td>
<td>Top Commitment, Corporate Governance, CSR Management, Respect for Human Rights, IR Events</td>
<td>P. 4-5, P. 38, P. 39-40, P. 53</td>
</tr>
<tr>
<td>Human Rights</td>
<td>1. Due diligence</td>
<td>Respect for Human Rights</td>
<td>P. 53</td>
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<td></td>
<td>2. Human rights risk situations</td>
<td>Promoting CSR Among Our Suppliers</td>
<td>P. 57</td>
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<td></td>
<td>3. Avoidance of complicity</td>
<td>Integration of Business and Social Contributions</td>
<td>P. 60</td>
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<td>4. Resolving grievances</td>
<td>Personnel and Labor (FUJIFILM Corporation)</td>
<td>P. 63</td>
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<td>5. Discrimination and vulnerable groups</td>
<td>Personnel and Labor (Fuji Xerox)</td>
<td>P. 64</td>
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<tr>
<td></td>
<td>6. Civil and political rights</td>
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<td>7. Economic, social and cultural rights</td>
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<td>8. Fundamental principles and rights at work</td>
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<tr>
<td>Labour Practices</td>
<td>1. Employment and employment relationships</td>
<td>Effective Utilization and Training of Human Resources</td>
<td>P. 54-55</td>
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<tr>
<td></td>
<td>2. Conditions of work and social protection</td>
<td>Occupational Health and Safety</td>
<td>P. 56</td>
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<td>3. Social dialogue</td>
<td>Personnel and Labor (FUJIFILM Corporation)</td>
<td>P. 63</td>
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<td>4. Health and safety at work</td>
<td>Personnel and Labor (Fuji Xerox)</td>
<td>P. 64</td>
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<td>5. Human development and training in the workplace</td>
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<td></td>
<td>2. Sustainable resource use</td>
<td>Topics in FY2013</td>
<td>P. 30-35</td>
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<tr>
<td></td>
<td>3. Climate change mitigation and adaptation</td>
<td>Overall View of the Environmental Impact of the Fujifilm Group</td>
<td>P. 43</td>
</tr>
<tr>
<td></td>
<td>4. Protection of the environment, biodiversity and restoration of natural habitats</td>
<td>Promoting Anti-Global Warming Measures</td>
<td>P. 44-45</td>
</tr>
<tr>
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<td>Development and Dissemination of Environmentally Conscious Products and Services</td>
<td>P. 46-47</td>
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<td></td>
<td>Effective Use of Resources</td>
<td>P. 48-49</td>
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<td></td>
<td></td>
<td>Biodiversity Conservation</td>
<td>P. 50-51</td>
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<td>Improving Chemical Substance Management</td>
<td>P. 52</td>
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<td>Integration of Business and Social Contributions</td>
<td>P. 60</td>
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<td></td>
<td>Environmental Aspects</td>
<td>P. 65-67</td>
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<td>Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)</td>
<td>P. 68-69</td>
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<td>Total capitalization broken down in terms of debt and equity (for private sector organizations); and</td>
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<td>Significant changes during the reporting period regarding size, structure, or ownership including:</td>
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<td>The location of, or changes in operations, including facility openings, closings, and expansions; and</td>
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<td>Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).</td>
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### 3. Report Parameters

#### Report Profile

| 3.1 | Reporting period (e.g., fiscal / calendar year) for information provided. | P. 73 “Editorial Policy” | P. 4-5 “Editorial Policy” |
| 3.2 | Date of most recent previous report (if any). | P. 73 “Editorial Policy” | P. 5 “Editorial Policy” |
| 3.3 | Reporting cycle (annual, biennial, etc.) | P. 73 “Editorial Policy” | P. 4-5 “Editorial Policy” |
| 3.4 | Contact point for questions regarding the report or its contents. | Back cover FUJIFILM Holdings website: Contact Us | Back cover FUJIFILM Holdings website “Contact Sustainability” |

#### Report Scope and Boundary

| 3.5 | Process for defining report content, including: • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. | P. 12-13 “In Creating a New Medium-Term CSR Plan” P. 14-15 “Creating the Triple Promotion Policy” P. 39-40 “CSR Management” P. 73 “Editorial Policy” | P. 4 “Editorial Policy” P. 25-29 “CSR Management” |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). | P. 8-9 “The Fujifilm Group’s Business” P. 72 “Fujifilm Group Organization and Business Overview” | P. 4-5 “Editorial Policy” P. 73 “Fujifilm Group Organization Overview” |
| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and / or between organizations. | None | None |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such restatement (e.g., mergers / acquisitions, change of base years / periods, nature of business, measurement methods). | None | None |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | N/A | N/A |

#### GRI Content Index

| 3.12 | Table identifying the location of the Standard Disclosures in the report. | GRI Guideline Comparison Tables | GRI Guideline Comparison Tables |

#### Assurance

| 3.13 | Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s). | P. 71 “Third-Party Opinion” P. 73 “Editorial Policy” | P. 4 “Editorial Policy” Third-Party Opinion |

#### Governance

| 4.1 | Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. | P. 38 “Corporate Governance” | P. 24 “Corporate Governance” |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization’s management and the reasons for this arrangement). | P. 38 “Corporate Governance” | P. 24 “Corporate Governance” |
| 4.3 | For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and / or non-executive members. | P. 38 “Corporate Governance” | P. 24 “Corporate Governance” |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | P. 38 “Corporate Governance” | P. 24 “Corporate Governance” |
| 4.5 | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization’s performance (including social and environmental performance). | P. 38 “Corporate Governance” | P. 24 “Corporate Governance” |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | None | None |
| 4.7 | Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization’s strategy on economic, environmental, and social topics | P. 39-40 “CSR Management” | P. 25-29 “CSR Management” |
| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. | P. 4-5 “Top Commitment” | P. 2-3 “Top Commitment” |
| 4.9 | Procedures of the highest governance body for overseeing the organization’s identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | P. 39-40 “CSR Management” | P. 25-29 “CSR Management” |

### Commitments to External Initiatives

| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | P. 39-40 “CSR Management” | P. 25-29 “CSR Management” |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | P. 53 “Respect for Human Rights” | P. 46 “Respect for Human Rights” |
| 4.13 | Memberships in associations (such as industry associations) and / or national / international advocacy organizations in which the organization: • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. | P. 46-47 “Development and Dissemination of Environmentally Conscious Products and Services” | P. 37 “Development and Dissemination of Environmentally Conscious Products and Services” |
| 4.14 | List of stakeholder groups engaged by the organization. | P. 39-40 “CSR Management” | P. 26-27 “Communication with Stakeholders” |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | P. 39-40 “CSR Management” | P. 25-29 “CSR Management” |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. | P. 30-35 “Topics in FY2013” | P. 10-13 “Healthcare” |

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<td>EC3 Coverage of the organization’s defined benefit plan obligations.</td>
<td>None</td>
<td>None</td>
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<td>EC4 Significant financial assistance received from government.</td>
<td>None</td>
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<td>EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.</td>
<td>None</td>
<td>None</td>
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<td>EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.</td>
<td>None</td>
<td>None</td>
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<td>EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.</td>
<td>None</td>
<td>None</td>
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<td>EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.</td>
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<td>EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts.</td>
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<td>P. 65-67 &quot;Environmental Aspects&quot;</td>
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<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EN6</th>
<th>Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.</th>
<th>P. 16-17 &quot;Contribute to Solving Social Issues through Our Business Activities [Environment]&quot;</th>
<th>P. 18-19 &quot;Highly Functional Materials&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>P. 43 &quot;Overall View of the Environmental Impact of the Fujifilm Group&quot;</td>
<td>P. 64-67 &quot;Environmental Aspects&quot;</td>
<td>P. 68-69 &quot;Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)&quot;</td>
</tr>
<tr>
<td></td>
<td>P. 65-67 &quot;Environmental Aspects&quot;</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Water

<table>
<thead>
<tr>
<th>EN7</th>
<th>Initiatives to reduce indirect energy consumption and reductions achieved.</th>
<th>None</th>
<th>None</th>
</tr>
</thead>
</table>


| EN9 | Water sources significantly affected by withdrawal of water. | P. 48-49 “Effective Use of Resources” | None |


### Biodiversity

| EN11 | Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. | None | None |

| EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | P. 50-51 “Biodiversity Conservation” | P. 42-43 “Biodiversity Conservation” |

| EN13 | Habitats protected or restored. | None | None |


| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | None | None |

### Emissions, Effluents, and Waste


| EN17 | Other relevant indirect greenhouse gas emissions by weight. | P. 43 “Overall View of the Environmental Impact of the Fujifilm Group” | P. 30-31 “Social and Environmental Impact Arising from Fujifilm Group Activities” |


| EN20 | NOx, SOx, and other significant air emissions by type and weight. | P. 65-67 “Environmental Aspects” | P. 67 “Environmental Aspects” |


| EN23 | Total number and volume of significant spills. | P. 65-67 “Environmental Aspects” | P. 67 “Environmental Aspects” |

| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. | P. 48-49 “Effective Use of Resources” | P. 40-41 “Effective Use of Resources” |

| EN25 | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization’s discharges of water and runoff. | None | None |
### Products and Services

| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | P. 16-17 “Contribute to Solving Social Issues through Our Business Activities [Environment]” | P. 14-17 “Document Solutions” |
|      |                                                                                       | P. 44-45 “Promoting Anti-Global Warming Measures” | P. 20-22 “Graphic Systems” |
|      |                                                                                       | P. 48-49 “Effective Use of Resources” | P. 34-36 “Promoting Anti-Global Warming Measures” |

| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | None | None |

### Compliance

| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. | P. 65-67 “Environmental Aspects” | P. 67 “Environmental Aspects (Legal Compliance Measures)” |

### Transport

| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organization’s operations, and transporting members of the workforce. | P. 43 “Overall View of the Environmental Impact of the Fujifilm Group” | P. 30-31 “Social and Environmental Impact Arising from Fujifilm Group Activities” |

### Overall

| EN30 | Total environmental protection expenditures and investments by type. | P. 68-69 “Sustainability Accounting (Labor Environment and Social Benefit Accounting, Environmental Accounting)” | P. 68-69 “Sustainability Accounting” |

### Labor Practices and Decent Work

#### Disclosure on Management Approach

| Goals and Performance | P. 4-5 “Top Commitment” | P. 2-3 “Top Commitment” |
|                       | P. 39-40 “CSR Management” | P. 62 “Personnel and Labor (FUJIFILM Corporation)” |
|                       | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (Fuji Xerox)” |
|                       | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 64 “Personnel and Labor (Fuji Xerox)” |

| Policy | P. 4-5 “Top Commitment” | P. 25-29 “CSR Management” |
|        | P. 12-13 “In Creating a New Medium-Term CSR Plan” | P. 47-49 “Effective Utilization and Training of Human Resources” |
|        | P. 54-55 “Effective Utilization and Training of Human Resources” | |
|        | P. 56 “Occupational Health and Safety” | |

#### Organizational Responsibility

| P. 39-40 “CSR Management” | P. 50 “Occupational Health and Safety” |

#### Training and Awareness

| P. 54-55 “Effective Utilization and Training of Human Resources” | P. 50 “Occupational Health and Safety” |

#### Monitoring and Follow-up

| P. 56 “Occupational Health and Safety” | P. 50 “Occupational Health and Safety” |

#### Additional Contextual Information

| P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (FUJIFILM Corporation)” |
| P. 64 “Personnel and Labor (Fuji Xerox)” | P. 63 “Personnel and Labor (Fuji Xerox)” |
| P. 72 “Fujifilm Group Organization and Business Overview” | P. 73 “Fujifilm Group Organization Overview” |

### Employment

#### LA1

| Total workforce by employment type, employment contract, and region. | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (FUJIFILM Corporation)” |
|                                                                 | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 64 “Personnel and Labor (Fuji Xerox)” |
|                                                                 | P. 72 “Fujifilm Group Organization and Business Overview” | P. 73 “Fujifilm Group Organization Overview” |

#### LA2

| Total number and rate of employee turnover by age group, gender, and region. | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (FUJIFILM Corporation)” |
|                                                                            | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 64 “Personnel and Labor (Fuji Xerox)” |
|                                                                            | P. 72 “Fujifilm Group Organization and Business Overview” | P. 73 “Fujifilm Group Organization Overview” |

#### LA3

<p>| Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (FUJIFILM Corporation)” |
|                                                                 | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 64 “Personnel and Labor (Fuji Xerox)” |
|                                                                 | P. 72 “Fujifilm Group Organization and Business Overview” | P. 73 “Fujifilm Group Organization Overview” |</p>
<table>
<thead>
<tr>
<th><strong>Labor / Management Relations</strong></th>
<th>LA4</th>
<th>Percentage of employees covered by collective bargaining agreements.</th>
<th>P. 63 “Personnel and Labor (FUJIFILM Corporation)”</th>
<th>P. 64 “Personnel and Labor (Fuji Xerox)”</th>
<th>P. 62 “Personnel and Labor (FUJIFILM Corporation)”</th>
<th>P. 63 “Personnel and Labor (Fuji Xerox)”</th>
</tr>
</thead>
<tbody>
<tr>
<td>LA5</td>
<td>Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.</td>
<td>None</td>
<td>None</td>
<td></td>
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</tr>
</tbody>
</table>

**Occupational Health and Safety**

| LA6 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. | None | None |
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 62 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (Fuji Xerox)” |
| LA8 | Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | P. 56 “Occupational Health and Safety” | P. 50 “Occupational Health and Safety” |

**Training and Education**

| LA10 | Average hours of training per year per employee by employee category. | None | None |
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | P. 54-55 “Effective Utilization and Training of Human Resources” | P. 47-49 “Effective Utilization and Training of Human Resources” |
| LA12 | Percentage of employees receiving regular performance and career development reviews. | None | None |

**Diversity and Equal Opportunity**

| LA13 | Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. | P. 63 “Personnel and Labor (FUJIFILM Corporation)” | P. 64 “Personnel and Labor (Fuji Xerox)” | P. 62 “Personnel and Labor (FUJIFILM Corporation)” | P. 63 “Personnel and Labor (Fuji Xerox)” |
| LA14 | Ratio of basic salary of men to women by employee category. | None | None |

**Human Rights**

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Policy</td>
<td>P. 41-42 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 32-33 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 53 “Respect for Human Rights”</td>
<td>P. 46 “Respect for Human Rights”</td>
</tr>
<tr>
<td>Training and Awareness</td>
<td>P. 41-42 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 32-33 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 54-55 “Effective Utilization and Training of Human Resources”</td>
<td>P. 47-49 “Effective Utilization and Training of Human Resources”</td>
</tr>
<tr>
<td>Monitoring and Follow-up</td>
<td>P. 41-42 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 32-33 “Quality Improvement in Compliance and Risk Management Activities”</td>
<td>P. 57 “Promoting CSR Among Our Suppliers”</td>
<td>P. 51 “Promoting CSR Among Our Suppliers”</td>
</tr>
<tr>
<td>Additional Contextual Information</td>
<td>P. 63 “Personnel and Labor (FUJIFILM Corporation)”</td>
<td>P. 62 “Personnel and Labor (FUJIFILM Corporation)”</td>
<td>P. 64 “Personnel and Labor (Fuji Xerox)”</td>
<td>P. 51 “Promoting CSR Among Our Suppliers”</td>
</tr>
</tbody>
</table>

**Investment and Procurement Practices**

<p>| HR1 | Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. | None | None |
| HR2 | Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. | P. 57 “Promoting CSR Among Our Suppliers” | P. 51 “Promoting CSR Among Our Suppliers” |</p>
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>None</th>
<th>None</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-discrimination</td>
<td>Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Freedom of Association and Collective Bargaining</td>
<td>Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Child Labor</td>
<td>Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Child Labor</td>
<td>Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Security Practices</td>
<td>Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Indigenous Rights</td>
<td>Total number of incidents of violations involving rights of indigenous people and actions taken.</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>Monitoring and Follow-up</td>
<td>P. 39-40 “CSR Management”</td>
<td>P. 25-29 “CSR Management”</td>
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</table>

Community

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>None</th>
<th>None</th>
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<tbody>
<tr>
<td>SO1</td>
<td>Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

Corruption

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>None</th>
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<tbody>
<tr>
<td>SO2</td>
<td>Percentage and total number of business units analyzed for risks related to corruption.</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>SO3</td>
<td>Percentage of employees trained in organization’s anti-corruption policies and procedures.</td>
<td>P. 62 “Compliance and Risk Management”</td>
<td>P. 60 “Compliance and Risk Management”</td>
</tr>
<tr>
<td>SO4</td>
<td>Actions taken in response to incidents of corruption.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Category</td>
<td>Number</td>
<td>Description</td>
<td>Pages</td>
</tr>
<tr>
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<td>-----------------------------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Public Policy</td>
<td></td>
<td>◇ SO5 Public policy positions and participation in public policy development and lobbying.</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td>◇ SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.</td>
<td>N/A</td>
</tr>
<tr>
<td>Anti-Competitive Behavior</td>
<td></td>
<td>◇ SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.</td>
<td>N/A</td>
</tr>
<tr>
<td>Compliance</td>
<td></td>
<td>◇ SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.</td>
<td>P. 65-67 “Environmental Aspects” P. 67 “Environmental Aspects (Legal Compliance Measures)”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Policy</td>
<td>P. 4-5 “Top Commitment” P. 39-40 “CSR Management” P. 41-42 “Quality Improvement in Compliance and Risk Management Activities”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Organizational Responsibility</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Monitoring and Follow-up</td>
<td>P. 39-40 “CSR Management” P. 25-29 “CSR Management”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Additional Contextual Information</td>
<td>P. 39-40 “CSR Management” P. 41-42 “Quality Improvement in Compliance and Risk Management Activities”</td>
</tr>
<tr>
<td>Customer Health and Safety</td>
<td></td>
<td>◇ PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.</td>
<td>FUJIFILM Holdings website: Application of Integrated Management System (IMS)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>◇ PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.</td>
<td>FUJIFILM Holdings website (Quality Policy: Application of Integrated Management System (IMS))</td>
</tr>
<tr>
<td>Product and Service Labeling</td>
<td></td>
<td>◇ PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td>◇ PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td>◇ PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.</td>
<td>P. 58-59 “Products and Services which Reflect Our Customers’ Views” P. 56-58 “Products and Services which Reflect Our Customers’ Views” P. 61 “Communication with Customers and Suppliers”</td>
</tr>
<tr>
<td>Marketing Communications</td>
<td></td>
<td>◇ PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td>◇ PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.</td>
<td>N/A</td>
</tr>
</tbody>
</table>
### Customer Privacy

<table>
<thead>
<tr>
<th>ID</th>
<th>Description</th>
<th>Amount</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>PR8</td>
<td>Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.</td>
<td>N/A</td>
<td>N/A</td>
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### Compliance

<table>
<thead>
<tr>
<th>ID</th>
<th>Description</th>
<th>Amount</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>PR9</td>
<td>Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Regarding “Pages in this Report”:**

- **None**: When FUJIFILM Holdings Sustainability Report has no clear quantitative information that corresponds to the indicator despite said indicator being under Fujifilm Group’s management.
- **N/A**: When those indicators have little relation with the Fujifilm Group’s business or there is no need of management.