



# 04

Chapter

## Sustainability

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## Initiatives for Realizing a Sustainable Society

We are advancing initiatives throughout the Fujifilm Group that aim to realize a sustainable society in line with Sustainable Value Plan 2030 (SVP2030), a CSR plan formulated to establish our long-term targets through fiscal 2030.

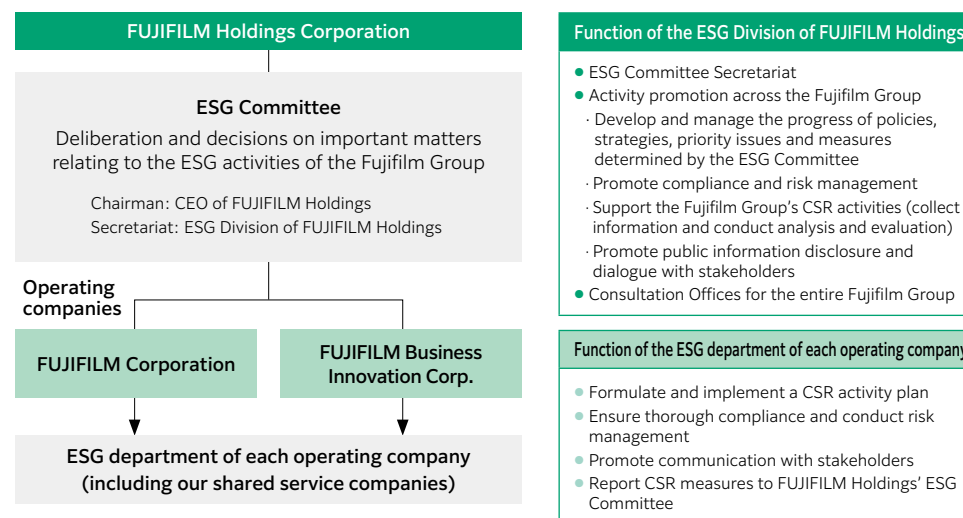
### Basic Policy

In August 2017, the Fujifilm Group established SVP2030, our long-term CSR plan that extends to fiscal 2030. SVP2030 includes the four priority areas of the Environment, Health, Daily Life and Work Style, as well as the two areas of Supply Chain and Governance, which form the basis of our business activities. Under these six areas, we have set 15 priority issues and promote activities to achieve these targets as the vision for the entire Group. In addition to the numerical targets in Environment (see p.72), SVP2030 lays down numerical targets that serve as KPIs for Health and Work Style. Specifically, in Health, we aim to improve access to medical care through the introduction of products and services utilizing medical AI technology to all 196 countries and regions throughout the world by fiscal 2030. Moreover, in the area of Work Style, we aim to offer 50 million individuals with work styles that support workers in improving productivity and demonstrating creativity by providing solutions and services that bring innovation to business. We have disclosed information regarding these targets and their progress through the Company's website, the Integrated Report, the Sustainability Report and other similar means. Moreover, we take various opportunities to verify that our business activities satisfy the demands and expectations of our stakeholders, and reflect the results within our overall business activities.



### Structure of Promotion

Under the explicit policy of resolving the challenges faced by society through our business activities, the Fujifilm Group's approach of balancing contributions to the development of society with greater growth for the Company's business is rooted in the foundations of our management and corporate culture. To accelerate our ESG initiatives, during June 2019 we constructively reorganized our CSR Group, which was originally situated within the Corporate Planning Division, and established the ESG Division as an organization directly under the CEO. The ESG Division incorporates ESG perspectives into the foundations of the Fujifilm Group's management and undertakes the role of instilling ESG-related measures within the Company. At the same time, it discloses information on Group-wide investigations, proposals and activity results regarding ESG issues outside the Company, communicates with stakeholders, supports the CSR activities of Group companies and manages the progress of these activities. Chaired by the Company's CEO, the ESG Committee also engages in decision-making regarding important ESG-related matters for the Fujifilm Group and reports on these decisions to the Board of Directors. The ESG Committee is composed of the Company's CEO as chair; the executive officers responsible for ESG, corporate planning and human resources; and the CEOs of the operating companies (Fujifilm and FUJIFILM Business Innovation). Related executive officers and general managers of business divisions, among others, also participate in the discussions depending on the agenda item.



# Environment

In terms of climate-related initiatives, under the concept of meeting the qualifications for participating in global business, we have moved up our targets for decarbonization and are promoting a new environmental strategy that aims to achieve zero CO<sub>2</sub> emissions from energy consumed by the Company in 2040.

## Sustainable Value Plan 2030 Initiatives

- ▶ Address climate change
- ▶ Promote recycling of resources
- ▶ Address energy issues with the aim of realizing a decarbonized society
- ▶ Ensure product and chemical safety

## Addressing Climate Change (Information Disclosure Based on the TCFD Recommendations)

### Metrics and Targets

The Fujifilm Group aims to achieve practically zero CO<sub>2</sub> emissions from energy consumed by the Company\*<sup>1</sup> by fiscal 2040 (carbon zero), by maximizing energy use efficiency and promoting the introduction of renewable energy. In addition to promoting energy conservation and introducing renewable energy, we will continue to contribute to the reduction of CO<sub>2</sub> emissions in society by operating the Green Value Products system, which internally certifies products and services that excel in reducing environmental impact.

In addition, of the energy requirements in the supply chain, fuel and electricity use is highest in the upstream materials and chemicals industry. We are committed to fulfilling our responsibilities as a company in the materials and chemicals industry by balancing business growth with CO<sub>2</sub> emission reductions.

- **CO<sub>2</sub> emission reduction target throughout the product life cycle**  
Reduce CO<sub>2</sub> emissions by 50% by the end of FY2030 (compared with FY2019)
- **CO<sub>2</sub> emission reduction target for energy used by the Company**  
Reduce CO<sub>2</sub> emissions by 50% by the end of FY2030 (compared with FY2019)
- **Target for the introduction of renewable energies**  
Convert 50% of purchased electricity to electricity derived from renewable energy sources by FY2030

- **Target for contributing to CO<sub>2</sub> emission reductions in society through products and services**

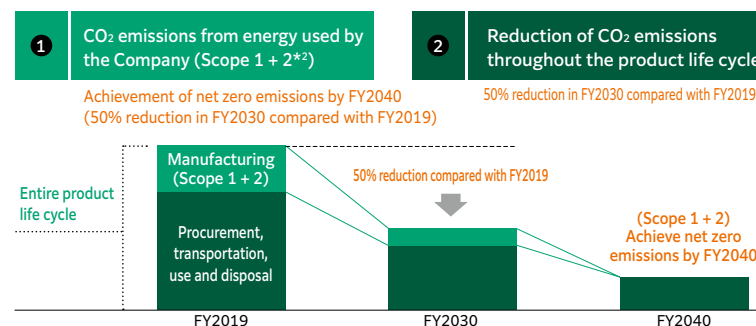
Contribute to a cumulative reduction of 90 million tons of CO<sub>2</sub> emissions in society by FY2030

\*<sup>1</sup> Direct emissions from the Company during the product manufacturing stage (Scope 1) and indirect emissions from the use of electricity and steam supplied by other companies (Scope 2).

### Risk Management and Governance

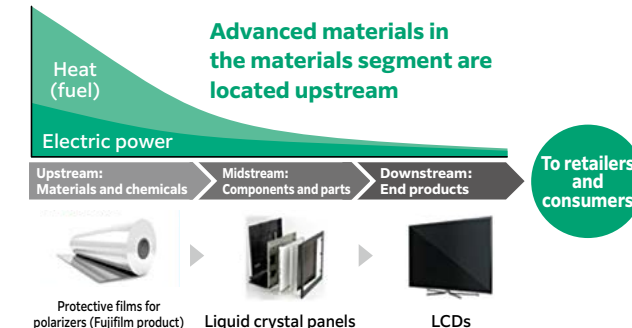
As part of risk management, the Fujifilm Group has introduced a system to monitor environmental performance related to climate change on a global basis and uses this system to identify risks by monitoring emissions of CO<sub>2</sub>, fluorocarbons and other greenhouse gases, as well as energy consumption volumes, at each business site. The Energy Strategy Promotion Committee analyzes factors involved in the identified risks and reports on these to the ESG Committee before we make decisions regarding a response. To assess the risks of climate change, we utilize the internal carbon pricing (ICP) system to investigate the assumed financial impacts and future responses. Moreover, we apply scenario analyses based on the TCFD recommendations to implement countermeasures against risks caused by external factors. The ESG Committee discusses and makes decisions on issues and targets regarding climate change and reports on these to the Board of Directors.

### Provide products and services with significant CO<sub>2</sub> emission reduction effects in society



\*<sup>2</sup> Scope 1: Greenhouse gas emitted directly by the business itself (fuel combustion, industrial processes); Scope 2: Indirect emissions from the use of electricity, heat and steam supplied by other companies

### Energy requirements in the supply chain





## Strategies: Risks and Opportunities by Analysis Based on Scenario

For scenario analysis based on the TCFD recommendations, we have set and evaluated two types of climate-related scenarios—1.5°C and 4°C—in reference to the low-carbon 2°C scenario based on the Representative Concentration Pathways (RCP) 2.6 through 8.5 described in the report of the Intergovernmental Panel on Climate Change (IPCC) and Energy Technology Perspectives (ETPs) of the International Energy Agency (IEA). One is the 1.5°C scenario in which more rigorous measures are implemented to build a decarbonized society and effectively keep the rise in temperatures by the year 2100 to 1.5°C compared with the level during the Industrial Revolution. The other is the 4°C scenario in which the temperature rises by 3.2°C to 5°C over the Industrial Revolution level as a result of failing to implement measures that surpass those currently in place.

	<div>4°C Scenario</div> <p>Measures surpassing those in place at present are not implemented, resulting in the average temperature rising by the year 2100 by 3.2°C to 5°C over the level during the Industrial Revolution. Natural disasters will increase in intensity and irreversible ecological changes will occur.</p>	<div>1.5°C Scenario</div> <p>Rigorous measures are implemented to build a decarbonized society, keeping temperature rises by the year 2100 down to 1.5°C in comparison with the level during the Industrial Revolution.</p>
Business Risks	<p><b>Physical Risks</b></p> <p>① Impact on production facilities due to extreme weather conditions, suspension of supply of raw materials for products and factory shutdowns due to power outages</p> <p><b>[Countermeasures]</b> Promote measures such as the decentralization of production bases and raw material suppliers by formulating business continuity plans (BCP) and securing a stable power supply.</p> <p>② Instability and soaring prices of plant-derived raw materials due to ecological changes caused by climate change</p> <p><b>[Countermeasures]</b> Reduce the amount of raw materials used by producing thinner films made from plant-derived raw materials and promoting the recycling (reuse) of multifunction devices in the area of business innovation.</p>	<p><b>Transition risk</b></p> <p>Laws and regulations for carbon pricing systems will be introduced in each country/region, which will be a cost-increasing factor. Assuming that the Fujifilm Group itself emitted 980,000 tons of Scope 1 + 2 CO<sub>2</sub> in FY2022 and that the carbon tax per ton of CO<sub>2</sub> emitted was ¥12,000, the financial risk is estimated to be approximately ¥11.7 billion.</p> <p><b>[Countermeasures]</b> Accelerate capital investment for decarbonization by utilizing an internal carbon pricing system.</p>
Business Opportunities	<p>① <b>Developing resilience of social infrastructure against disasters</b></p> <ul style="list-style-type: none"> <li>● Highly sensitive camera products that can monitor rivers and sea surfaces at night and in stormy weather</li> <li>● Deterioration diagnosis technology for bridges, levees, etc., using high-precision image analysis and AI technology</li> <li>● Digitalization of local governments' disaster response processes to help residents quickly rebuild their lives after a disaster</li> </ul> <p>② <b>Securing drinking water and water for agriculture</b></p> <ul style="list-style-type: none"> <li>● Desalination of brine and seawater using ion exchange membranes and other filtration technologies</li> </ul> <p>③ <b>Reducing the burden on healthcare professionals and improving access to healthcare</b></p> <ul style="list-style-type: none"> <li>● Global deployment of medical IT, medical diagnostic imaging and AI technologies that help reduce the workload on healthcare professionals and contribute to remote diagnosis</li> </ul>	<p>Help solve energy issues and achieve a decentralized society based on fundamental and core technologies</p> <p>① <b>Energy conservation</b></p> <ul style="list-style-type: none"> <li>● Data archive storage systems using high-capacity magnetic tape to reduce CO<sub>2</sub> emissions during data storage</li> <li>● Multifunction devices with enhanced power-saving performance</li> </ul> <p>② <b>Energy creation</b></p> <ul style="list-style-type: none"> <li>● Technology that enables inspection and diagnosis of operating wind turbine blades even in harsh environments such as windy coastal and offshore areas by combining a high-performance anti-vibration and ultra-telephoto camera that utilizes imaging and precision molding technologies with high-precision image analysis and AI technologies</li> </ul> <p>③ <b>Energy storage</b></p> <ul style="list-style-type: none"> <li>● Development of semi-solid batteries with lower cost and higher capacity compared to conventional liquid lithium-ion batteries by utilizing dispersion/coating and material technologies</li> </ul> <p>④ <b>CO<sub>2</sub> capture and fixation</b></p> <ul style="list-style-type: none"> <li>● Bioproduction of useful substances from CO<sub>2</sub> using bioengineering technology</li> </ul> <p>⑤ <b>Solutions and services adapted to a decentralized society</b></p> <ul style="list-style-type: none"> <li>● Solutions that support lifestyles and business activities in a decentralized society by promoting digitization, automation and paperless business processes</li> <li>● Solutions and services to support healthcare professionals and improve access to healthcare through the use of healthcare IT and AI technologies</li> </ul>

## Resource Recycling Initiatives

### Response to Water Risks: Working Together with Stakeholders

The Fujifilm Group is actively advancing resource recycling through an approach to the entire product life cycle, including reducing the use of water in production, recycling water, recovering and reusing silver resources, and establishing a recycling system for multifunction devices.

In regard to water resources, as we use a large amount of clean water for the manufacturing of photographic film, since our foundation we have long strived to reduce water usage and recycle water. We also engage in environmental protection efforts in conjunction with local residents, NGOs and other stakeholders, and make every effort to conserve water resources.

<b>Long-term target</b>	Reduce water intake by the Group by 30% by FY2030 (compared with FY2013)*1
<b>Medium-term target</b>	Reduce water intake by the Group by 20% by FY2025 (compared with FY2013)*1
<b>Short-term target</b>	Reduce water intake by the Group by 1% by the end of FY2022 (compared with FY2021)*1

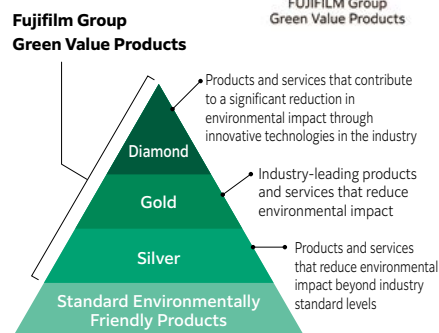
\*1 Progress: 3% reduction by the end of FY2022 (compared with FY2021)/17% reduction by the end of FY2022 (compared with FY2013)

## Contributing to Reducing CO<sub>2</sub> Emissions in Society



### Design for Environment (Product Stewardship)

The Fujifilm Group is engaged in Design for Environment (product stewardship) for all new products and improved products under the Fujifilm Group Green Policy (environmental policy). During the product development stage, we quantitatively and objectively assess the environmental impact across the entire product life cycle, from raw material procurement to production, transport, use and disposal, in an effort to design products with lower environmental impacts. Since fiscal 2018, we have managed the Green Value Products certification system for products and services that satisfy certain standards for environmental consciousness, and in fiscal 2022 achieved 30% for the ratio of Group-wide net sales accounted for by Green Value Products, compared with our target of 60% for fiscal 2030.



## Ensure Product and Chemical Safety

### Management of Chemical Substances

The Fujifilm Group not only complies with current chemical substance regulations but also looks to the future and manages chemical substances for which significant hazards or social concerns have been identified by voluntarily restricting their use in advance of legal requirements. We are working to reduce risks by substituting target substances with safer chemicals, reducing their use or developing new process technologies. To guarantee the safety of chemical substances developed in-house, the Fujifilm Group has owned safety testing facilities since 1975 to evaluate their safety in relation to the global environment and human health. Under "Environment," a priority area in our SVP2030 long-term CSR plan, we aim to help solve various social issues according to five goals of the SDGs. Specifically, we are developing low-risk, sustainable materials and manufacturing processes based on the safety data, chemical substance libraries and core technologies we have developed to date. Moreover, from the perspective of animal welfare\*2 in the safety evaluation of material development, we are focusing on the use of alternatives to animal testing. The products offered by the Fujifilm Group span the entire supply chain from upstream to downstream, including fine chemicals, advanced materials, optical devices, multifunction devices and medical equipment. We therefore aim to contribute to proper chemical substance management in the supply chain through the dissemination of knowledge and mechanisms for the safe handling of chemical substances.

\*2 The 3Rs of animal welfare (Replacement: use of alternatives to animal testing, Reduction: reduction in the number of animals used, Refinement: minimization of animal suffering)

### Biodiversity Conservation

For the preservation and maintenance of biodiversity, the Fujifilm Group has established the Fujifilm Group Basic Concepts and Action Guidelines for Biodiversity Conservation, under which we assess the risks our business activities present for biodiversity and promote efforts to minimize these. As a result of our risk assessments, we have designated paper procurement standards as an area that presents a high risk of affecting forest ecosystems and are therefore expanding paper procurement initiatives that consider ecosystems, biodiversity and the human rights of local residents. During product development, we incorporate the perspective of biodiversity conservation into Design for the Environment and conduct a biodiversity assessment as part of every process involved in the product development cycle. We also established guidelines for the procurement of plant-derived materials and manage these to ensure they avoid any involvement in environmental destruction and human rights violations. We also engage in activities on an individual business site basis to minimize environmental impact. As an example of environmental protection in local communities, FUJIFILM MATERIAL MANUFACTURING Kyushu Area (formerly FUJIFILM Kyusyu) has helped secure water resources by cooperating in activities to replenish groundwater levels in Minami-Aso Village and by planting trees on the upper reaches of the Shirakawa River.

## Diversity, Motivated Work Style, and Occupational Health and Safety

Promoting the creation of systems that allow each and every diverse employee to demonstrate their individuality and abilities, we aim to remain a strong organization that boldly takes on the challenges of innovation and creates value for society even in a rapidly changing business environment.

### Sustainable Value Plan 2030 Initiatives

- ▶ Create environments conducive to job satisfaction
- ▶ Develop and utilize diverse human resources

## Diversity and Equal Opportunities

### Basic Policy

The Fujifilm Group upholds “respect for and promotion of diversity” and “prohibition of discrimination” in its Code of Conduct. We believe in the diversity of people, prohibit discrimination, and respect, accept and stimulate each other’s personality and individuality. In doing so, we strive to create new value and become a robust organization that can contribute to the prosperity of society.

We also provide an environment that allows for flexible work styles and a smooth return to the workplace during life events, such as childcare or nursing care. We support each individual in leveraging their diversity to contribute to the organization without missing growth opportunities through their work.

### Promotion System and Structure

In our long-term CSR plan, SVP2030, we have identified “the creation of frameworks and workplaces in which diverse employees can play active roles” as one of the priority issues in the area of Work Style. Specifically, we set the following targets to promote the transformation of work styles and diversity:

- ① Promote talented non-Japanese employees in key positions in the Fujifilm Group;
- ② Promote women in leadership roles;
- ③ Continue exceeding the legally stipulated percentage of employees with disabilities (in Japan); and
- ④ Achieve zero retirement of employees due to childcare or nursing care (in Japan).

The Fujifilm Group clearly states the respect for diversity and the elimination of discrimination in the Fujifilm Group Charter for Corporate Behavior and Code of Conduct, which are available to our employees in 24 languages and through e-learning to promote their understanding.

In November 2022, the Diversity, Equity & Inclusion (DE&I) Promotion Group was established within the Human Resources Division with the aim of “recognizing and supporting each other’s STORY among our diverse employees.” The group implements initiatives focused mainly on promoting women employees in leadership roles, supporting the balance between work and childcare/nursing

### Accelerating DE&I Across the Fujifilm Group

As the DE&I Promotion Group, we are committed to supporting the growth of employees through various programs, including a seminar on Balancing Work and Childcare and +STORY Childcare Salon for the child-rearing generation. In July 2023, we held the Tokyo Midtown Head Office Family Day 2023, with approximately 550 employees and their families in attendance. The event aimed to encourage interaction among participants as they experienced products from each business, participated in workshops and visited workplaces where their families work. The atmosphere was lively, filled with cheerful laughter and smiles. This event was organized under the principle that the Fujifilm Group supports the active participation of each diverse employee and is a company that grows with its employees and their families. To accelerate DE&I throughout the Fujifilm Group in Japan and overseas, we will launch a DE&I Promotion Committee chaired by our CEO to discuss a wide range of issues and implement specific measures, including the promotion of women in leadership roles, the participation of men in childcare and supporting the balance between work and family life. We will continue to create an environment that allows each and every diverse employee to fully demonstrate their individuality and abilities as well as foster a corporate culture that highly motivates diverse employees, striving for the growth of the Fujifilm Group.

#### Mai Yamaguchi

Group Manager  
DE&I Promotion Group\*, Human Resources Division,  
FUJIFILM Holdings Corporation

\* Reorganized into the Diversity, Equity and Inclusion Office as of October 1, 2023



care, and encouraging men to participate in childcare. These initiatives include a seminar on Balancing Work and Childcare for employees returning from childcare leave and their superiors, as well as +STORY Childcare Salon as a platform for networking and interaction among employees, all aimed at deepening their understanding of DE&I and fostering a corporate culture that promotes diversity.

## Initiatives and Progress

The Fujifilm Group has established long-term targets for fiscal 2030 for various indicators representing “active participation of diverse employees.”

As a Group-wide initiative, we promote the advancement of outstanding female employees to managerial positions and are stepping up the recruitment of women who can potentially take on leadership positions. We also organize seminars for employees who have returned to work after maternity or childcare leave and their supervisors and invite external speakers to provide guidance on key aspects of balancing work and childcare, emphasizing the importance of support in the workspace. Panel discussions involving employees and supervisors are also organized. All of these efforts are aimed at facilitating a smooth return to work after maternity or childcare leave and providing career support for employees. In addition, to provide a platform for networking and mutual consultation, we organize gatherings every three months where employees balancing childcare responsibilities can connect and share experiences.

In Japan, the Fujifilm Group has continued to achieve a percentage of employment of people with disabilities above the statutory level since fiscal 2016. We aim to maintain a percentage that is higher than the statutory level.

For childcare support, we promote and raise awareness of our various systems available, including Stock Leave (accumulated paid leave), to encourage men to take childcare leave and facilitate the balance between childcare and work. For nursing care support, we have enhanced our nursing care consultation service and organize seminars by specialists to prevent caregiver turnover. In fiscal 2022, we expanded our telecommuting system and work-life balance support system to enable diverse employees to successfully balance work and life stages, fostering a greater sense of motivation and proactivity in their work.

## Measurement of Effectiveness (KPIs)

Indicators illustrating the “active participation of diverse employees” are as follows:

		FY2022	FY2030 target
Percentage of non-Japanese employees in key positions	Fujifilm Group	27.8%	35%
Percentage of women in managerial positions	Fujifilm Group*1	16.5%	25%
	Fujifilm Group in Japan	6.9%	15%
Percentage of employees with disabilities	Fujifilm Group in Japan	2.45%	2.35%*2

\*1 Classification of management is based on definitions at each overseas subsidiary.

\*2 In Japan, the Fujifilm Group has continued to achieve a percentage of employment of people with disabilities above the statutory level since fiscal 2016. We aim to maintain a percentage that is higher than the statutory level.

Please refer to p.109 for the retention rate after returning to work from childcare and nursing care, rate of male workers taking childcare leave, etc., in fiscal 2022.

### Message from a Childcare Leave Taker

**“I aspire to a more flexible work style with a better balance.”**

**Childcare Leave Period: December 29, 2021, to March 31, 2022**

I took childcare leave from the first to the fourth month after my child was born. One positive aspect was that my wife and I were able to organize our daily rhythm, discussing and sharing housework and childcare responsibilities. My wife said, “I felt at ease both physically and mentally.” We could also witness and share the growth of our child every day, bringing us great joy. As I had been selected as the leader of product development, I handed over my responsibilities while leading the team just before my leave. Juggling childcare while fulfilling my role presented its challenges. However, the support and encouragement from my

supervisor and colleagues made me feel strong. Currently, I am striving to balance work and childcare, collaborating with my wife, who has also returned to work, by utilizing a flextime system and finding ways to appropriately hand over my duties to other members in case my child suddenly becomes ill. I look forward to further improvements in the work environment that enable a more flexible work style with a better balance.

**Takashi Kojima**

DX Division, Graphic Communication Division, FUJIFILM Business Innovation Corp.



### Message from the Supervisor

**“We support childcare leave! — Hoping for an expansion of support systems for team members taking over responsibilities.”**

In our division, it has become a natural atmosphere for both male and female team members to take childcare leave, although the duration might vary. However, beyond individual readiness, understanding and cooperation from colleagues and superiors in taking over tasks are essential. Despite everyone being busy, the team covers for each other to ensure smooth operations. I believe that expanding the support system for team members taking over the tasks of those on childcare leave could further lower psychological barriers. Upon returning from childcare leave, everyone comes back to the office with a sense of fulfillment, which also brings me a sense of happiness and joy. We will continue to support employees of both genders in taking childcare leave, with the hope that they will share the challenges of childcare with their spouses and enjoy the experience to the fullest.

**Takahide Abe** DX Division, Graphic Communication Division, FUJIFILM Business Innovation Corp.

## Employee Safety and Health

### Basic Policy

The Fujifilm Group clearly states in its Code of Conduct that it is committed to adhering to applicable laws and rules regarding occupational health and safety, and aims to maintain and enhance a safe and comfortable workplace environment, considering the physical and mental well-being of its employees. The maintenance and enhancement of the wellness of employees is one of our top management's priorities as it forms the basis for practicing our Corporate Philosophy and Vision. In September 2019, we established the Fujifilm Group Employee Wellness Declaration to vigorously promote health management.

### Occupational Health and Safety Initiatives

In fiscal 2020, we established our new occupational health and safety regulations that comply with ISO 45001:2018, an international safety standard, and commenced their operation across all of our sites, including those overseas. We have clarified the safety management structure and activity goals for the entire Group, aiming to strengthen governance in occupational safety. These efforts include labor-management consultations on health and safety, checklist-based workplace inspections, and the identification of sources of danger and countermeasures in risk assessments when introducing new operations or changing work methods.

### KPIs for Occupational Health and Safety

As our Company-wide goals for occupational health and safety initiatives, we have set targets to achieve zero serious work-related accidents and to reduce the workplace accident rate to 0.1 or less by fiscal 2030.

		FY2022 Chemical industry average in parenthesis*4
Workplace accident rate*1	Fujifilm Group in Japan	0.36 (0.34)
	Fujifilm Group (Overseas)	1.94
Workplace accident severity*2	Fujifilm Group in Japan	0.007 (0.01)
	Fujifilm Group (Overseas)	0.031
TRIR*3	Fujifilm Group	2.70

\*1 Workplace accident rate (LTIR) =  $\frac{\text{Number of employees involved in workplace accidents}}{\text{Gross number of hours worked}} \times 1,000,000$

\*2 Workplace accident severity =  $\frac{\text{Number of workdays lost}}{\text{Gross number of hours worked}} \times 1,000$

\*3 Total recordable incident rate (TRIR) is the number of injuries per million working hours (accidents without lost work time + accidents involving lost time and deaths)

\*4 Source for chemical industry average: 2022 Survey on Industrial Accidents (Ministry of Health, Labour and Welfare)

### Health Promotion Initiatives

Under the leadership of the General Manager of Human Resources Division, who is the Fujifilm Group Health Management Officer, we have established the Employee Wellness Promotion Group to consolidate

the health promotion departments of various Group companies and focus on formulating and promoting Group-wide wellness promotion initiatives. We ensure widespread awareness of the Fujifilm Group Employee Health and Wellness Declaration across all Group companies, proactively promoting initiatives tailored to the cultures and customs of each country and region. In April 2022, the Fujifilm Group Health Insurance Association opened FUJIFILM Mediterrace Yokohama, a health screening facility for Fujifilm Group employees that provides health screenings using our state-of-the-art medical equipment.

### Measurement of Effectiveness (KPIs) on Health Promotion

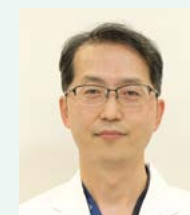
#### Fujifilm Group KPIs in health issues, medium-term targets and results

Priority areas	KPI	Results	Medium-term targets for FY2025
		FY2022	
Lifestyle-Related Disease Control	Employees with BMI $\geq 25$	26.8%	21%
	Employees with HbA1c $\geq 6.0\%$	7.9%	6%
Smoking Control	Employees who smoke	18.3%	12%
Cancer Control	Employees who received screening	Lungs	99.3%
		Stomach	80.0%
		(Of which) Endoscopy rate	64.1%
		Large intestines	89.6%
		Breasts	80.1%
		Cervical	67.2%

Note: Target: Domestic employees in the Fujifilm Group (screening rate of gastric and colon cancer examination of those 40 years old and older)

### Shedding Light on the Health of Fujifilm Group Employees at FUJIFILM Mediterrace Yokohama

The Fujifilm Health Management Center has long been deeply committed to protecting the health of Fujifilm Group employees, with a specific focus on cancer screenings. Opened in April 2022, the center features the Fujifilm Group's state-of-the-art medical equipment and AI-based medical IT systems, which are operated by skilled medical professionals to help manage the health of employees. The entire team at FUJIFILM Mediterrace Yokohama hopes to be a beacon of light for the healthy and fulfilling lives of our employees. We envision our center as a hub that brings together all of the insights that the Fujifilm Group possesses, aiming to contribute to the spread and development of improved healthcare for the future.



**Masami Ogawa**

Fujifilm Group Health Insurance Association  
Director, Fujifilm Health Management Center,  
FUJIFILM Mediterrace Yokohama



# Human Rights

We declare our respect for human rights in our daily business activities based on our Human Rights Statement and its foundation, the Fujifilm Group Charter for Corporate Behavior and Code of Conduct.

## Sustainable Value Plan 2030 Initiatives

► Strengthen CSR foundations (including the environment, ethics and human rights) throughout the supply chain

## Human Rights

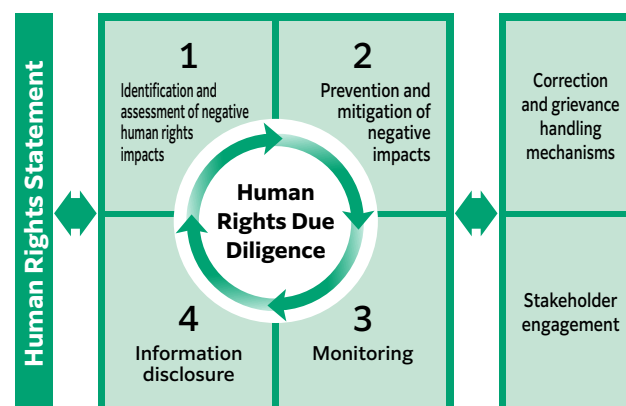
### Basic Policy

The Fujifilm Group considers respect for human rights to be its corporate responsibility. The Fujifilm Group Charter for Corporate Behavior and Code of Conduct, which are available in 24 languages, express our fundamental approach and support international principles on human rights. We have also established the Fujifilm Group Human Rights Statement, which declares that we will take the necessary measures to assess and reduce the risk of human rights violations in our business activities.

In step with the expansion of our healthcare business, in July 2020 we established the Fujifilm Group Global Healthcare Code of Conduct to clarify our basic principles, such as respecting the human rights of patients and ensuring appropriateness and transparency in our interactions with healthcare professionals. In April 2023, we revised the Guidelines for the Global Healthcare Code of Conduct.

We also adopted the Fujifilm Group AI Policy in December 2020 as the basis for our active utilization of AI technology. We recognize ethical and other risks that might arise from the emerging technology of AI and strive to promote business activities that respect basic human rights.

### Human rights due diligence process



### Structure

#### 1. Human Rights Due Diligence Process

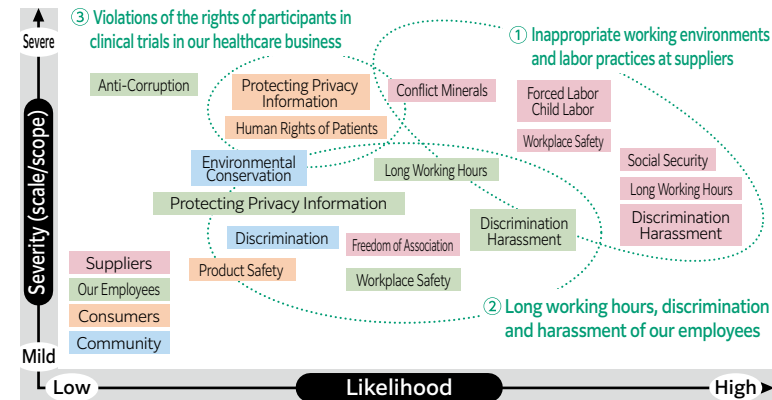
The Fujifilm Group has established and implemented a human rights due diligence process. Specifically, this involves identifying actual and potential risks, determining where these risks occur in the Company's activities and the value chain of the Group's business, identifying the individuals who could be negatively impacted and how, evaluating risks based on the likelihood and severity of occurrence, examining and implementing preventive and mitigating measures, engaging with stakeholders and disclosing information. We assess the impact on human rights using risk mapping and regularly review the assessments.

#### 2. Impact Assessment of Priority Human Rights Issues for the Fujifilm Group

In fiscal 2019, we identified potential human rights issues and have continued to address the following priority issues:

- ① Inappropriate working environments and labor practices at suppliers;
- ② Long working hours, discrimination and harassment of our employees; and
- ③ Violations of the rights of participants in clinical trials in our healthcare business.

### Impact assessment of potential human rights issues (risk mapping in existing businesses)



## ■ Initiatives Related to Priority Human Rights Issues

### (1) Inappropriate working environments and labor practices at suppliers

In fiscal 2022, we continued to conduct risk assessments through self-checks in China and other Asian countries—priority regions where many of our manufacturing sites are located.

In addition, our expert team visits suppliers to conduct risk assessments and provide support for improvements as a part of our on-site assessment program. For suppliers identified as having issues in labor practices, the team encourages them to improve and implements corrective measures from the perspective of human rights. In fiscal 2022, we discovered issues, such as inaccuracies in employee handbooks (not updated in accordance with changes in labor regulations, discrepancies between actual operations and documented leave-related policies) and lack of regular inspections regarding the quality of the drinking water from the water dispensers in employee dormitories. We asked these suppliers to implement improvements. We have confirmed that all of the suppliers subject to on-site assessment by our expert team had made improvements in key areas by the end of the fiscal year.

### (2) Long working hours, discrimination and harassment of our employees

In fiscal 2022, 68 organizations within the Fujifilm Group identified long working hours and discrimination against or harassment of employees as priority issues. They developed and implemented prevention and mitigation measures at their companies.

In response to the emerging human rights issues concerning non-Japanese employees in Japan, the Fujifilm Group initiated a survey in fiscal 2019 to assess the situation of non-Japanese employees directly employed by its major operating companies in Japan. As of the end of fiscal 2022, there were 232 individuals from 20 countries/regions in our employ, and no reports of issues regarding labor conditions or practices were identified. We will continue to monitor the working environment for non-Japanese employees.

We have also confirmed that no child labor is being used within the Fujifilm Group in fiscal 2022.

### (3) Violations of the rights of participants in clinical trials in our healthcare business

We have established a Life Science Ethics Review Committee to ensure that clinical trial participants are not disadvantaged in any way. We identified no violations of the Global Healthcare Code of Conduct in fiscal 2022.

## ■ Dialogue with External Stakeholders on Human Rights Activities

### ● Participation in the Stakeholder Engagement Program by the Caux Round Table (CRT) Japan

In fiscal 2022, the Caux Round Table (CRT) Japan held eight Stakeholder Engagement Program sessions from May 19 to July 14, in which three representatives from our company participated. During these sessions, participating companies, NGOs/NPOs, scholars and other experts discussed the execution of human rights due diligence. The conversations included group work with other companies to review human rights issues that should be focused on in each industry.

### ● Participation in the Business and Human Rights Academy organized by the United Nations Development Programme (UNDP)

We participated in the second session of the Business and Human Rights Academy held in Tokyo on February 27–28, 2023. We learned about legal frameworks, trends and implementation methods related to human rights due diligence from leading experts and specialists in the field of business and human rights in Japan and abroad. In addition, discussions with other participating companies allowed us to reflect on our own initiatives. We will incorporate insights from this experience into the Group's human rights due diligence efforts.

### ● Incorporation of the opinions of external experts on life sciences (Life Science Ethics Review Committee)

We have established the Life Science Ethics Review Committee that includes external experts to comprehensively evaluate the appropriateness of implementation in consideration of privacy, ethics, science and other aspects. The scope of the committee's reviews includes research involving human-derived tissues for genetic analysis, epidemiological studies, clinical research and the handling of individual genetic information and related tasks. For instance, to ensure that participants in clinical trials are not disadvantaged in any way, external experts review our clinical trial plans on behalf of the participants.

In fiscal 2022, we conducted 29 life science ethics reviews, including expedited reviews.

### ● Dialogue with local communities

As a member of the local community, the Fujifilm Group discloses information about its environmental conservation activities and continues to gather the opinions of local residents through activities such as environmental dialogue meetings. We will further strengthen environmental initiatives at our business sites and actively disclose and disseminate information outside the Company on an ongoing basis.

Please refer to our Sustainability Report 2023 for details.

▶ <https://holdings.fujifilm.com/en/sustainability/report>

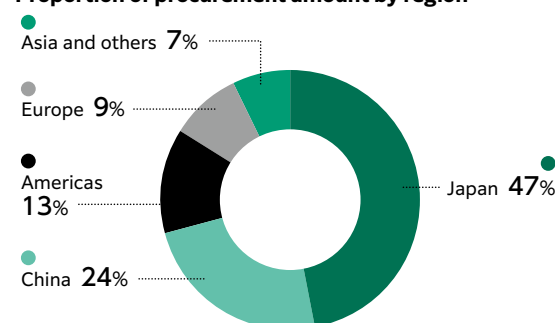
## Responsible Supply Chain Management

### Basic Policy

The Fujifilm Group pursues the optimization of production and procurement processes in all its businesses to provide better products and services at appropriate prices. As a specific procurement strategy, we emphasize three aspects:

(1) Quality, (2) Cost Reduction and (3) Stable Procurement (Delivery). Each year, we establish targets and develop plans to continuously enhance our procurement processes.

### Proportion of procurement amount by region



### Basic Approach to Sustainable Procurement

The Fujifilm Group categorizes each supplier into one of three levels that determine the measures applied to them.

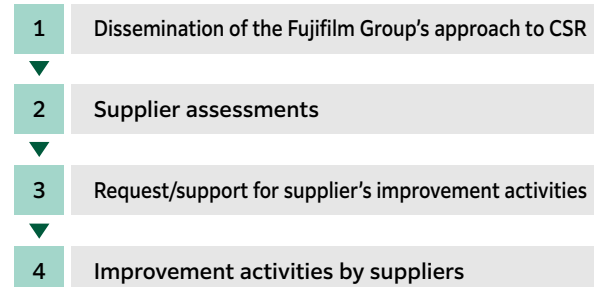
Level 1	Dissemination of the Fujifilm Group's approach to CSR (all suppliers)
Level 2	Self-assessment by suppliers (critical suppliers)
Level 3	On-site assessment (high-risk suppliers/most critical suppliers)

### Sustainable Procurement Initiatives

The Fujifilm Group has positioned its series of activities to promote sustainable procurement as its Sustainable Procurement Promotion Program, which consists of the four-step cycle shown in the figure below.

We conduct CSR risk assessments and self-checks (human rights, labor, environment, health and safety, ethics, supplier management/BCP) for critical suppliers and suppliers in high-risk areas, such as in China and other Asian countries. For suppliers identified as high risk, we conduct individual on-site inspections, request improvements and provide support. Particularly for suppliers in China and other Asian countries, our expert team conducts on-site assessments to verify their progress and provide guidance for improvement.

### Sustainable Procurement Activity Cycle



In addition, as part of our environmental initiatives in the supply chain, we collaborate with our suppliers under the key themes of "Sharing information on chemical substances" (see p.74), "Responsible procurement of paper" and "Responsible procurement of plant-derived materials." In fiscal 2021, we

formulated guidelines for the procurement of plant-derived materials. These guidelines set procurement standards for pulp, palm oil and paper sourced from responsibly managed forest resources prioritizing environmental and human rights considerations. This ensures compliance with sustainable procurement principles throughout the supply chain, avoiding involvement in environmental destruction and human rights violations.

### Measurement of Effectiveness (KPIs)

We conducted self-checks for critical suppliers in Japan and overseas. As a result of the expansion of the targets, self-check results were collected from 774 companies (1,262 bases), approximately double the number in the previous fiscal year (response rate of 92%). The results of the self-check assessments in fiscal 2022 showed no significant risks related to child labor, forced labor or freedom of association. Starting from fiscal 2022, we initiated an information security survey (self-check) targeting critical suppliers in Japan and overseas.

### Sustainability self-check conformance rate

Conformance rate	Evaluation	Ratio of responding companies
90% or above	Almost satisfy the requirements of our Code of Conduct	70%
80%–89%	Need improvement regarding some issues	20%
Less than 80%	Need our support for improvement	10%

## Responsible Mineral Procurement

### Basic Policy

The Fujifilm Group recognizes that tantalum, tungsten, tin, gold (3TG) and other minerals in its supply chain, especially from conflict-affected or high-risk areas in the world, could become a source of funding for organizations involved in human rights abuses including child labor, environmental destruction or inhumane acts involving armed forces, and that issues related to these minerals are of social significance. We clearly declare that we have no intention to use minerals involved in such human rights violations or that have any other negative impact. To ensure responsible procurement across our supply chain, we manage our operations in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, following its five-step framework.

### Initiatives

#### OECD's Five-Step Framework

- 1 Establishment of a robust planning and management system
- 2 Identification and assessment of risks in the supply chain
- 3 Development and implementation of strategies to address identified risks
- 4 Audit by an independent third party to assess the due diligence practices of smelters/refiners
- 5 Annual reporting on due diligence in the supply chain

### Measurement of Effectiveness (KPIs)

Each of the Fujifilm Group's businesses responds to requests from customers to trace the origins of minerals.

In the Business Innovation segment, we are strengthening initiatives for responsible mineral procurement.

For the 3TG origin survey, we obtained responses from 99.8% of the surveyed suppliers. The survey identified 337 smelters/refiners recognized by the Responsible Minerals Initiatives (RMI), of which 220 were Responsible Business Alliance (RBA) Conformant (as of May 2023). Responding to increasing customer requests, we added cobalt to our existing 3TG origin survey starting in fiscal 2021. In fiscal 2022, we collected responses from 99.6% of the surveyed suppliers. The survey identified 70 smelters/refiners recognized by the RMI, of which 35 were the Responsible Minerals Assurance Process (RMAP) Conformant (as of May 2023). Based on the responses from these suppliers, we requested them to switch to RMAP Conformant smelters and avoid using high-risk smelters. We will continue to expand the scope of our survey as we advance our efforts toward responsible mineral procurement.

## Collaboration Initiatives in the Supply Chain Area

To meet evolving global demand in production and procurement and to deliver products and services that customers find reassuring, the Fujifilm Group participates in various initiatives to keep abreast of global trends in a timely and accurate manner.



#### Joint Article Management Promotion-consortium (JAMP)

Fujifilm is a member of JAMP, which aims to promote a system for the appropriate management of information on chemical substances and the smooth disclosure and communication of this information throughout the supply chain.



#### UN Global Compact (UNGC)

FUJIFILM Business Innovation signed the UNGC in 2002. Since June 2020, FUJIFILM Holdings has been a signatory and participant.



#### Japan Electronics and Information Technology Industries Association (JEITA)

Fujifilm and FUJIFILM Business Innovation are members of the JEITA Responsible Minerals Trade Working Group.

#### Responsible Minerals Initiatives (RMI)

FUJIFILM Business Innovation participates and partners with the RMI and JEITA to strengthen its commitment to responsible mineral procurement.



一般社団法人ビジネス機械・情報システム産業協会  
Japan Business Machine and Information System Industries Association

#### Japan Business Machine and Information System Industries Association (JBMA)

FUJIFILM Business Innovation participates in the activities of the JBMA as a member of the Responsible Corporate Behavior Committee, established in April 2022.