

The Fujifilm Group's CSR

Basic Policy and Initiatives

The Fujifilm Group is working on a wide range of activities in accordance with its CSR approach of contributing to the sustainable development of society by putting into practice the Group's Corporate Philosophy through sincere and fair business activities.

To embody its approach to CSR, the Fujifilm Group formulated the Sustainable Value Plan 2016 (SVP2016) in FY2015/3, its medium-term CSR plan that covers the period from FY2015/3 to FY2017/3, based on the slogan "Value from Innovation." SVP2016 establishes four priority fields—the environment, health, daily life and working style—fields in which the Group can help solve social issues. Then, leveraging the Group's strengths, the plan works on solving 11 issues, including responses to energy issues and improving accessibility to medical services, through innovative products, technologies, and services.

Medium-Term CSR Plan: Sustainable Value Plan 2016



* Please see pages 23-31 (Review of Operations) for examples of contributions the Company has made to solving social issues through each of its businesses.

Inclusion in SRI Indices and

External Evaluations

The Company has been included in certain socially responsible investment (SRI) indices as the holding company of a corporate group that proactively promotes CSR initiatives aimed at sustainable development. The Company has also received evaluations based on external ranking surveys.

Inclusion in SRI Indices

- Dow Jones Sustainability World Index
- FTSE4Good Global Index
- Morningstar Socially Responsible Investment Index (as of June 2016)



External Evaluations

Assessment Name	Assessment of the Fujifilm Group
The 10th CSR Corporate Ranking 2016 (Toyo Keizai, Inc.)	1st out of 1,325 companies
The 19th Nikkei Environmental Management Survey (Nikkei Inc.)	16th out of 413 manufacturers; 1st in the petrochemical field for the 9th consecutive year
The 8th JUSE Quality Management Level Research (Union of Japanese Scientists and Engineers)	4th out of 192 companies; 1st in the machinery and precision equipment field
Survey of companies and their efforts to maximize the strengths of human resources (Nikkei Inc.) in 2015	3rd out of 454 companies
CDP (Carbon Disclosure Project)	Disclosure score of 100, Performance band of B
RobecoSAM Sustainability Award 2016	Gold Class & Industry Leader

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Gold Class & Industry Leader



Please refer to the following for details regarding CSR initiatives.

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

Sustainable Value Plan 2016



Develop and Utilize Diverse Human Resources

The Fujifilm Group regards human resources who “can think and act on their own,” being responsible for the transformation and growth of the next generation of business, as one source of corporate value that supports sustainable corporate growth. The Group is working proactively to develop global and core human resources and build an environment where diverse human resources can maximize their abilities.

Development of Global Human Resources

For employees at overseas subsidiaries, Fujifilm conducts the Global Leadership Seminar to foster senior management candidates for global business, the Regional Leadership Seminar to train senior management candidates in charge of overseeing the Group’s regional business activities, as well as training that disseminates to all employees worldwide the FUJIFILM WAY, which promotes a shared Fujifilm mind-set and approach toward business.

Fuji Xerox undertakes various activities to secure the necessary foreign staff to bolster its global business development capabilities. At the same time, the company conducts global training for the next generation of leaders. Further, it has enhanced its training for senior management candidates of overseas subsidiaries by sending them to Japan for long-term business training and to study at graduate schools.

Achieving Diverse Working Styles

Fujifilm engages in Work Style Innovation activities that allow diverse employees to make full use of their individual attributes and capabilities. These activities also help create an environment in which employees can efficiently produce results. Fujifilm has identified three core pillars that entail transforming existing working styles, allowing diverse employees to exercise their abilities, and enhancing support systems. In FY2016/3, we introduced in earnest a “work-at-home system” for employees facing such needs as providing childcare or care for elderly parents so that these employees can make full use of their capabilities.

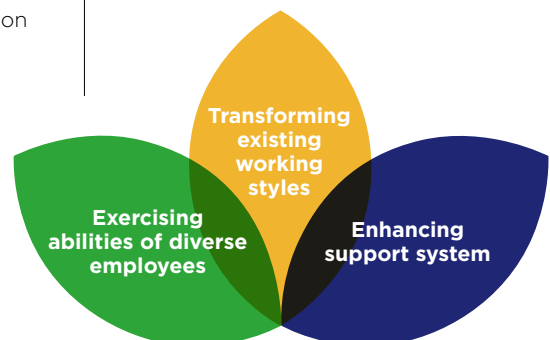
Seeking to be a company where employees can exercise their abilities irrespective of gender, nationality, or disability, Fuji Xerox is proactively working to utilize human resources with respect for diversity and to maintain flexible working arrangements. Specifically, in promoting the active participation of women, not only have we supported continuous employment, we have reinforced our activities by offering training programs by position and encouraging promotion. In FY2016/3, we introduced the Next Generation of Women Leaders Program with the aim of cultivating interest in and desire for higher roles for women in pre-management positions.



FUJIFILM WAY training is conducted at our U.S. regional headquarters.



Next Generation of Women Leaders Program training



Work Style Innovation