

Personnel and Labor (FUJIFILM Corporation)

Employment

Composition of the Fujifilm workforce

As of March 31, 2016

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

*Executive officer = All executive officer – Directors

Status of regular employees

As of March 31, 2016

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

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

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

*3 Turnover rate =

Attrition + Retirement + Voluntary + New start for senior employees program
Annual average number of employees at FUJIFILM Corporation (non-consolidated)

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

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

Recruitment

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

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

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

Employment of the challenged and re-employment

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

*1 Data up to April 30, 2016.

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

Number of employees taking a leave of absence*

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

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

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

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

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

System for a good work-life balance

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

Giving birth and childcare	<ul style="list-style-type: none"> • Systems catering for pre- and post-birth requirements • Leave of absence for childcare • Use of stock leave for childcare • Systems for employment while raising children • Three-person interview at the time of returning to work from childcare leave • Child medical care leave program (1 relevant child: 6 days per year; 2 or more children: 11 days per year) 	<ul style="list-style-type: none"> • Reduced work hour program (child in the third grade or lower) • Use of stock leave for fertility treatment • Leave of absence for fertility treatment • Exemption from restrictions on non-scheduled hours worked and from work on holidays • Reinstatement to same workplace after leave of absence for childcare
Nursing care	<ul style="list-style-type: none"> • Leave of absence for nursing care program • Nursing care leave program (1 care recipient: 12 days per year; 2 or more care recipients: 24 days per year) 	<ul style="list-style-type: none"> • Use of stock leave for nursing care • Systems for employment while caring for a family member • Expansion of nursing care counseling office
Other	<ul style="list-style-type: none"> • Leave of absence for volunteer work, Using of stock leave for volunteer work • Use of stock leave for self-development • Active Life Leave • Flextime 	<ul style="list-style-type: none"> • Discretionary labor system • Leaving the office on time (2 days per week) • Re-employment Program • Female Mentor Program • Home Working System • Paid Leave by the Hour System

Labor

Composition of labor union membership

As of March 31, 2016

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

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

Work accident rate and work accident severity

Industry average in parenthesis

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

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

Target: 0

Occupational Health and Safety Committee

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

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

As of March 31, 2016

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



Personnel and Labor (Fuji Xerox)

Employment

Composition of the Fuji Xerox workforce

As of March 31, 2016

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

Status of regular employees

As of March 31, 2016

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

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

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

Number of employees in Fuji Xerox at the end of preceding fiscal year (non-consolidated)
+ number of assigned employees*³ Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2015 to March 31, 2016.*⁴ Retention rate after 3 years from reinstatement =Number of employees as of the end of current fiscal year among those returning to work
after childcare leave in the second preceding fiscal year

Number of employees reinstated after childcare leave in the second preceding fiscal year

Recruitment

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

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

Employment and re-employment of persons with disabilities

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

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

Number of employees taking a leave of absence*¹

* Data only for regular employees (non-regular employees are to be added actually)

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

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

Labor

Composition of labor union membership

As of March 1, 2016

Union members	Proportion of union membership	Average age of union members
6,223	71.5%	41.9

*Based on the number of full-time worker

Work accident rate and work accident severity

Industry average in parenthesis

	FY2011	FY2012	FY2013	FY2014	FY2015
Work accident rate	0.55 (0.20)	0.31 (0.25)	0.11 (0.18)	0.00 (0.16)	0.00 (0.11)
Work accident severity	0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.13)	0.00 (0.10)

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

Target: 0

Number of fatal work accidents

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

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

* Data only for regular employees (non-regular employees are to be added actually)

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

*¹ Number of regular employees who took a new leave during the relevant fiscal year (April 1, 2015 to March 31, 2016).*² Number of employees taking leave of nursing care leave under the "accumulated paid leave (nursing care for family members)," "nursing care for family members" and "one-day nursing care leave" programs*³ Number of employees taking childcare leave under the "accumulated paid leave (child healthcare)" and "child medical care" programs

As a program equivalent to childcare leave, special leave (of 5 days at most) is granted for care of the eldest child at the time of birth of the second child.

*⁴ Volunteer work leave shows the number of employees who took "accumulated paid leave (volunteer activity)" and the number of days spent for such activities.

System for a good work-life balance

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

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

*¹ Accumulated paid leave: A system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.*² Double job program: This is not double duties by order, rather it is program, they are allowed engage in both their current work and work in another division through a system that matches the needs of divisions wanting to utilize senior workers' skills and experience with the will of senior workers who wish to use their special skills or to take on new challenges.

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

As of March, 2016

FY	Item
2011	• Revisions to work system on April 1, 2012 in accordance with agreements between the labor union and the company
2012	• Introduction of irregular working hours support system for developers and SEs • Revision of the employment and evaluation criteria for post-retirement re-employees
2013	• Introduction of on-site irregular working hours support system for SEs
2014	• Introduction of new work style (co-working hour system, homeworking system, remote working system for domestic sales)
2015	• Revision of working conditions, work support and employee welfare with consolidation of various programs at Group companies in Japan

Number of employees taking occupational health and safety training

9,659

Occupational Health and Safety Committee

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