



Priority Issue 5

Promote Management of a Healthy Workplace

<p>Target for 2030</p>	<p>Promote management of health and productivity to maintain employees' vitality.</p>
	<p>As the Fujifilm Group believes it essential to ensure that employees can work with energy and remain in good health both physically and mentally at their workplaces, to maintain our position as a leading company by Creating New Value which is stated in our Vision, we have been working to promote employees' health promotion activities focusing on the priority areas such as preventing lifestyle-related diseases and cancers, quitting smoking, mental illness and preventing overwork.</p> <p>In occupational safety and health, our effort will be directed to ensuring safety at work for our employees by making safety a priority and to implementing absolute compliance with the laws related to safety and health, founded on the belief that "occupational safety is the basis of all business activities."</p> <p> Occupational Health and Safety Policy http://www.fujifilmholdings.com/en/sustainability/vision/health_safety.html</p>
<p>Outline of Activities in FY2017</p>	<p>[Target] Raise cancer screening rates to 90% or more (for men/women: stomach, lungs, large intestine)</p> <ul style="list-style-type: none"> ● Steady increase in the number of endoscopic examinations and women undergoing checks for gynecological cancer ● Opening of a medical clinic specializing in endoscopic examinations, organization of seminars promoting colorectal cancer examinations and other continuing efforts were promoted for employees. ● Advancement of medical examinations with e-mails, promotional guides and other literature that caters to age group and gender <p>[Target] Reduction in number of workdays lost</p> <ul style="list-style-type: none"> ● Group-wide health/mental health committee set up to analyze the causes of absences, used to assess signs of mental illness and to implement measures at an early stage. ● Research to assess the situation with incidents at work in overseas Group companies started in FY2017. ● Establishment of common indicators related to occupational safety and management and introduction of a self-audit system <p>[Other major activities]</p> <ul style="list-style-type: none"> ● Affiliates and subsidiaries of Fujifilm and Fuji Xerox established goals, KPIs, etc., for their respective health improvement plans ● Announcement rankings for number of smokers at each business site and approach targeted for key sites ● Introduction of web tools that will allow employees to check their own stress levels at any time. ● Health management system that matches the quality of the system in Japan to be introduced for resident employees working abroad. <div data-bbox="1236 763 1422 987" style="float: right; border: 1px solid black; padding: 5px; text-align: center;">  <p>Recognized under the 2018 Certified Health and Productivity Management Organization Recognition Program</p> </div>
<p>Future Activities and Targets</p>	<ul style="list-style-type: none"> ● Reinforce health management and promotion organization and health management across the entire Fujifilm Group by various continuing measures. ● Introduce measures that focus on breast cancer and colorectal cancer, which have a high incidence ratio, and on growth rates for cancer medical care expenses ● Introduce measures to promote better health by further utilizing the Health Data Bank. ● Continue measures in the face of the 2019 revision to the regulations on maximum working hours.

In July 2013 the Fujifilm Group established a group-wide health promotion council composed of the Group companies' HR divisions, industrial doctors and the Fujifilm Group health insurance association. Since then we have been promoting health promotion measures through this council. We established a Health Promotion Group under FUJIFILM Holdings in July 2018. In the future, this group will be responsible for health promotion measures and occupational health, following the PDCA cycle to promote health across the entire Fujifilm Group with a focus on priority measures. In addition, we will encourage the introduction of Health Data Bank for multilateral consolidation of regular

health check results and stress check data for all employees in our Group companies and at the same time develop a system that can be used effectively by employees, the Group companies and industrial doctors.

In a high evaluation of these activities, FUJIFILM Holdings was recognized under the 2018 Certified Health and Productivity Management Organization Recognition Program (Large Enterprise Category)—White 500, same as FY2017.