



Personnel and Labor (FUJIFILM Corporation)

Employment

Composition of the Fujifilm workforce As of March 31, 2018

		Total	Male	Female
Executive officer		16	15	1
Regular employees 4,988	General employees	3,621	2,824	797
	Managerial personnel	1,173	1,131	42
	Senior expert	194	194	0
Non-regular employees 235	Temporary employees	100		
	Part-timers	26		
	Employees re-employed after retirement	71		
	Other (Contract employees, etc.)	38		
Rate of female manager personnel (Target)		6% by the end of FY2020		

Status of regular employees As of March 31, 2018

	Total	Male	Female
Average age	42.60	42.92	41.04
Average length of employment (years)	18.10	18.04	18.40
Average number of dependents	1.42	—	—
Average annual salary* ¹	8.9 million yen	—	—
Utilization of paid leave* ²	65.60%	—	—
Turnover rate* ³	2.79%	2.87%	2.41%
Returning rate from childcare leave* ⁴	96.2%	50.0%	98.0%
Retention rate after 3 years from reinstatement (childcare)* ⁵	97.7%	100%	97.5%
Retention rate after 3 years from reinstatement (nursing care)* ⁶	0.0%	0.0%	0.0%

*1 Average annual salary is calculated for the period from January 1, 2017 to December 31, 2017. (excluding mid-career recruitment)

*2 Data on utilization of paid leave is calculated based on data for the period from October 1, 2016 to September 30, 2017.

*3 Turnover rate = $\frac{\text{Attrition} + \text{Retirement} + \text{Voluntary} + \text{New start for senior employees program}}{\text{Annual average number of employees at FUJIFILM Corporation (non-consolidated)}}$

*4 Returning rate from childcare leave is calculated with the expiration date falls on April 1, 2017 to March 31, 2018.

*5 Retention rate after 3 years from reinstatement (childcare)*³

$$= \frac{\text{Number of employees as of the end of March 2018 among those returning to work after childcare leave in FY2015}}{\text{Number of employees reinstated after childcare leave in FY2015}}$$

*6 Using the same methods as *5

Recruitment

		Total	Male	Female
New graduate recruitment* ¹	Technical positions	42	34	8
	Administrative positions	44	31	13
	Factory recruitment	2	0	2
Mid-career recruitment* ²		32	24	8

*1 Number of new graduates recruited for the fiscal year is confirmed at the beginning of April, 2018.

*2 Number of mid-career recruitment represents those from April 2017 to March 2018.

Employment of persons with disabilities

FY2013	FY2014	FY2015	FY2016	FY2017	Target
2.01%	2.12%	2.10%	2.24%	2.27%	2.30%

*Data up to April 30, 2018.

Re-employment

FY2013	FY2014	FY2015	FY2016	FY2017
10	13	19	37	45

* Employees re-employed after retirement during the relevant fiscal year (April 1 to March 31).

Number of employees taking a leave of absence

		FY2013	FY2014	FY2015	FY2016	FY2017
Leave of absence for nursing care	Total	5	3	2	4	3
	Male	1	1	0	2	1
	Female	4	2	2	2	2
Leave of absence for childcare	Total	42	43	53	49	45
	Male	1	1	5	3	3
	Female	41	42	48	46	42
Leave of absence for volunteer work	Total	0	0	0	0	0
	Male	0	0	0	0	0
	Female	0	0	0	0	0

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

Number of employees taking a care leave (number of days)

* Total number of days is shown in parenthesis.

		FY2013	FY2014	FY2015	FY2016	FY2017
Nursing care leave	Total	16	13	15	26 (130.5)	39 (162)
	Male	9	9	10	15 (103)	25 (137.5)
	Female	7	4	5	11 (27.5)	14 (24.5)
Childcare leave	Total	9	6	7	16 (161.5)	18 (141.5)
	Male	6	4	5	8 (117.5)	10 (86)
	Female	3	2	2	8 (44)	8 (55.5)
Child medical care	Total	108	48	59	73 (262)	96 (416)
	Male	27	9	16	31 (105.5)	44 (149.5)
	Female	81	39	43	42 (156.5)	52 (266.5)
Volunteer work leave	Total	0	0	1 (1)	0	0
	Male	0	0	1 (1)	0	0
	Female	0	0	0	0	0

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