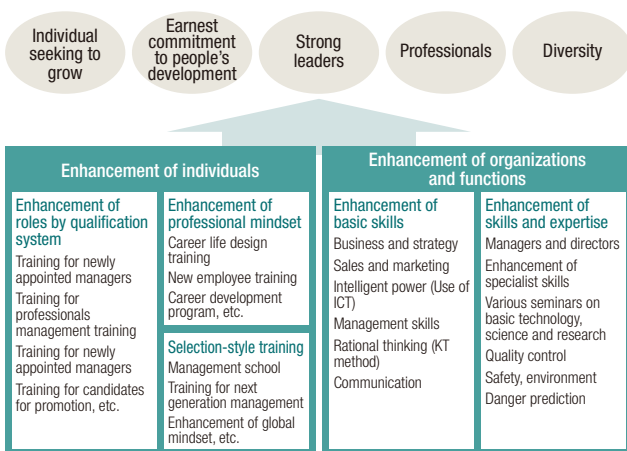


## System for a good work-life balance

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

## Fujifilm's human resource development



## Fujifilm's training to develop global human resources

### For Japanese employees

For employees appointed to overseas positions	Training prior to overseas appointment
	Training to develop overseas managers
Overseas onsite training	Short-term onsite training system
	Overseas trainee system
	Overseas study system
For interested employees	Language lessons, distance-learning (languages)
For technical position	MOT (technical management) training

### For employees of overseas subsidiaries

Development of global leadership	FUJIFILM Global Leadership Seminar
	FUJIFILM Regional Leadership Seminar
Dissemination of corporate philosophy	FUJIFILM WAY Training

## Labor

### Work accident rate and work accident severity Industry average in parenthesis\*3

	FY2013	FY2014	FY2015	FY2016	FY2017	Target
Work accident rate*1	0.11 (0.20)	0.00 (0.40)	0.20 (0.24)	0.00 (0.37)	0.30 (0.28)	0
Work accident severity*2	0.00 (0.01)	0.00 (0.13)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0

\*1 Work accident rate =  $\frac{\text{Number of employees involved in work accidents}}{\text{Gross number of hours worked}} \times 1,000,000$

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

\*3 Source for industry average: FY2017 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

### Number of fatal work accidents

	FY2015	FY2016	FY2017	Target
Employees	0	0	0	0
Contracted employees	0	0	0	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.

### Composition of labor union membership As of March 31, 2018

Union members	Proportion of union membership*	Average age of union members
3,468	70%	40.35

\*Based on the number of regular employees

### Revisions to systems that operate based on agreements between the labor unions and the company (in the last five years) As of March 31, 2018

FY	Item
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)
2015	• Expansion of the domestic affiliates for secondment
	• Partial revision of work regulations, wage rules and other labor-related regulations
	• Partial revision of work regulations, wage rules, retirement allowance regulations and overseas travel regulations
2016	• Wider range of job assignment destinations within the Fujifilm Group in Japan
	• Introduction of Home Working System
	• Introduction of Paid Leave by the Hour System
2017	• Partial revision of travel expense rules and company house management regulations
	• Partial revision of collective labor agreement and wage rules due to establishing a new branch
	• Partial revision of collective labor agreement, written agreement and work regulations regarding childcare and nursing care leave

### Number of employees taking occupational health and safety training

3,738

### Capacity building As of March 31, 2018

	Number of total hours	Number of hours per each employee	Number of total cost	Number of cost per each employee
Capacity building (HRD)	22,995 hours	11.25 hours	165.754 million yen	81,093 yen