



Compliance and Risk Management

Compliance

Compliance education (Fujifilm in Japan)

Intended audience	Details	FY2017 results
Executive officers, managers of divisions, presidents of domestic affiliates	Compliance Training based on the case at Fuji Xerox New Zealand (FXNZ)	95 participants
Executive officers (Fujifilm and its affiliates)	Overall compliance	54 participants
New executive officers	Overall compliance	26 participants
New managerial personnel	Overall compliance	2 times, 170 participants
All employees (including agency contracted employees)	Head of each organization explained the lessons of FXNZ business and future measures	108 organizations, 20,863 participants
New employees	Basic knowledge of compliance, employee code of conduct, corporate rule, consulting office, etc.	Once, 228 participants

Compliance education (Fuji Xerox in Japan)

Intended audience	Details	FY2017 results
Executive officers, managers of divisions, presidents of domestic affiliates	Compliance training based on the case at Fuji Xerox New Zealand (FXNZ)	124 participants
Managerial staff	Labor management training (Web-based training to learn importance of labor management as fundamental management skill)	Once, 4,276 participants
All executive officers and employees	Training on general legal knowledge (Web-based training for fraud/harassment as well as basic legal knowledge)	Once, 23,568 participants
All employees (including contract/temporary employees)	Risk Management Training (Web-based training on risk management including information security)	Once, 29,994 participants
	Head of each organization explained the lessons of FXNZ business and future measures	102 organizations, 28,640 participants
New executive officers	New executive officer training (Group training on general risk management for executives including directors' management duties and responsibilities, corporate laws, and risk concerning general affairs, human resources, etc.)	Once, 22 participants
New managerial staff	New managerial staff training (Group training such as lectures about disciplinary action and group discussions using examples to obtain general compliance knowledge that managerial staff should know)	5 times, 324 participants
New employees	New employee training (Group training for legal compliance that maintain the Basic Corporate Quality by understanding the basic CSR policies and activities)	Once, 409 participants

Risk Management

Acquisition of P-Mark and ISMS

As of July, 2017

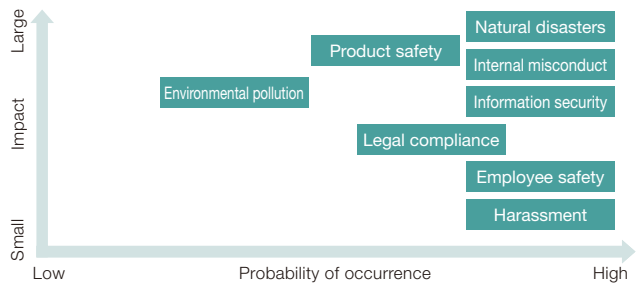
Certification	Certified affiliates	
P-Mark*1	FUJIFILM Medical Co., Ltd.	Fuji Xerox System Service Co., Ltd.
	FUJIFILM Imaging Systems Co., Ltd.	FUJIFILM Imaging Protec Co., Ltd.
	FUJIFILM Techno Service Co., Ltd.	FUJIFILM Media Crest Co., Ltd.
ISMS*2	FUJIFILM Global Graphic Systems Co., Ltd.	Fuji Xerox Learning Institute Inc.
	FUJIFILM Software Co., Ltd.	Fuji Xerox Printing Systems Co., Ltd.
	FUJIFILM Imaging Systems Co., Ltd.	Fuji Xerox InterField Co., Ltd.
	FUJIFILM Imaging Protec Co., Ltd.	Fuji Xerox Advanced Technology Co., Ltd.
	FUJIFILM Business Expert Corporation	Fuji Xerox Manufacturing Co., Ltd.
	FUJIFILM Recording Media Products Division	Fuji Xerox Service Creative Co., Ltd.
	FUJIFILM Medical Co., Ltd.	Fuji Xerox Service Link Co., Ltd.
	Fuji Xerox Co., Ltd.	Fuji Xerox overseas manufacturing companies (4 companies)
	Fuji Xerox domestic sales companies (37 companies)	Fuji Xerox Asia Pacific Pte Ltd
	Fuji Xerox Information Systems Co., Ltd.	Fuji Xerox overseas sales companies (16 companies)
	Fuji Xerox System Service Co., Ltd.	

*1 Privacy Mark (P-Mark): A mark granted by the Japan Information Processing Development Corporation (JIPDEC) to companies in which personal information is handled appropriately.

*2 ISMS: Certification regarding the overall management framework for information including personal information (Information Security Management System).

*3 For the certified companies of Fuji Xerox Group, please visit: <http://www.fujifilmholdings.com/en/sustainability/data/compliance/index.html>

FY2018 priority risk map for the Fujifilm Group



Risk Item	Reason for Selection	Countermeasures
Natural disasters	Continued designation as a major risk in view of the many natural disasters in Japan.	<ul style="list-style-type: none"> Reinforcement of damage-mitigating measures for wide-area natural disasters Reinforcement of BCP Improvement of the whistle-blowing system Implement thoroughly various compliance, information security and risk training programs
Internal misconduct	Prioritized as a result of the inappropriate accounting issue.	
Information security	Increase in and sophistication of cyberattacks worldwide. Development of global networks increases the possibility of extensive damage in case of a cyberattack.	
Legal compliance	Move toward stricter penalties for violations of laws and regulations, such as anti-trust laws and GDPR	
Employee safety	Terrorism occurring frequently in various parts of the world, though small in scale.	
Product safety	Growing social interest due to frequency of quality control problems at other companies	