Key CSR Indicators

For the steadfast promotion of CSR management, we at FUJIFILM Business Innovation have formulated some CSR indicators and targets. We regularly review how far we have achieved these targets to improve relevant activities. In the following, we report our performance for the indicators on the themes that we have identified as priority issues based on the needs and expectations of stakeholders, our management goals, and the nature of our business.
For details about other indicators, please refer to FUJIFILM Holdings Sustainability Report 2022.

GC: The 10 Principles of the United Nations Global Compact
SDGs: Abbreviation for the Sustainable Development Goals described in the 2030 Agenda for Sustainable Development, which was adopted at the UN summit in September 2015. SDGs consist of 17 goals and 169 targets.

Work Style, Health, Daily Life

Number of serious product incidents

SDGs Goal 8

Definition Number of product incidents during the fiscal year that were brought to the attention of FUJIFILM Business Innovation as the manufactuer, which caused or had the potential to cause major consequences, such as death, serious illness or injury, aftereffects, and fire, and which were deemed frequent.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its affiliates (including OEM sales companies)	0	0	0

Notes on fiscal 2021 performance There was no major product incident in fiscal 2021. We enhanced safety structure design, safety inspections, and measures to ensure compliance with product-safety laws and regulations as improvement activities for delivering safe, reliable products to customers and continuing to prevent major product accidents.

Goals/ challenges We will further improve our technologies for safety and safety evaluation to prevent product safety incidents, as well as ensuring compliance with product safety-related laws and regulations. We will also enhance our product safety training to spread and increase employees' safety awareness, aiming to eliminate product incidents.

Customer loyalty index based on FUJIFILM Business Innovation CS surveys

SDGs Goal 8

Definition Ratio of customers who replied, "Will choose FUJIFILM Business Innovation again" or "Will probably choose FUJIFILM Business Innovation again," in the customer satisfaction survey that FUJIFILM Business Innovation independently conducted, which indicates our long-term relationship of trust with customers.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its sales companies in Japan	92%	94%	94%

Notes on fiscal 2021 performance We integrated our domestic sales division and sales subsidiaries in Japan into one domestic sales company and continued to solve issues related to customers' concerns and problems, such as DX promotion and the Electronic Book Storage Act. We were able to maintain the customer loyalty index at the same high level as fiscal 2020.

Goals/ challenges Based on customers' comments on and evaluation of our products and services, we will make further efforts to improve our products, services, and customer services and solve customers' management and operational issues, aiming to improve the customer loyalty index.

"Core Morale" score as employee engagement indicator

SDGs Goal 8

Definition Average score (full score: 5.00 points) on the following five key "Core Morale" components of the engagement survey conducted targeting employees of FUJIFILM Business Innovation and its affiliates: job fulfillment, workplace fulfillment, trust in supervisors, level of satisfaction with human resource management, and level of satisfaction with organizational management

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovatiin (unconsolidated)	3.40	–	–
Sales companies in Japan	3.39	–	–
Affiliates in Japan (excluding sales companies)	3.37	–	–
Overseas affiliates (sales personnel, office staff, etc.)	3.62	–	–

Notes on fiscal 2021 performance In fiscal 2021, we did not conduct employee engagement survey at FUJIFILM Business Innovation, its affiliates, or its sales companies. However, each organization has been working on improvement activities based on the findings from the global survey for measuring employee engagement, conducted across the overall Fujifilm Group in fiscal 2020.

Goals/ challenges –

Percentage of women among corporate executives and managers

GC Principle 6 SDGs Goal 5

Definition Percentage of female corporate executives and managerial positions occupied by women at FUJIFILM Business Innovation and its affiliates. "Managerial positions" here includes all positions categorized as management under the company's HR system, regardless of whether they involve the supervision of other employees.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation (unconsolidated) *1 *2	7.17%	8.19%	8.76%
Affiliates in Japan *1 *2	5.52%	5.62%	6.64%
Overseas affiliates *2	30.24%	33.68%	31.39%

Notes on fiscal 2021 performance The percentage of women in managerial positions in fiscal 2021 increased from the fiscal 2020 level at both FUJIFILM Business Innovation alone and its affiliates in Japan. The percentage slightly decreased at overseas affiliates.

Goals/ challenges FUJIFILM Business Innovation aims to achieve the goal of 12% by fiscal 2026 on an unconsolidated basis. To this end we will continue to foster measures to improve our corporate culture, management, and related systems and programs.

*1 Calculated by excluding corporate officers, persons to whom the managerial retirement system applies, and non-regular employees.
*2 The baseline date for calculation is March 31 at FUJIFILM Business Innovation (unconsolidated) and overseas affiliates, and April 1 at affiliates in Japan.

Percentage of employment of people with disabilities

GC Principle 6 SDGs Goal 10

Definition (1) Employment rate of people with disabilities calculated for 85 group companies, to which the group-wide calculation method under FUJIFILM Holdings apply
(2) Employment rate of people with disabilities calculated for FUJIFILM Business Innovation and its 40 affiliates in Japan, to which the group-wide calculation method apply

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
(1) FUJIFILM Holdings*	2.42%	2.48%	2.47%
(2) FUJIFILM Business Innovation and its sales companies and affiliates in Japan*	2.30%	2.46%	2.47%

Notes on fiscal 2021 performance Since fiscal 2018, we have disclosed the rate in two ways; the aggregated rate for determined by the group-wide calculation method under FUJIFILM Holdings and the aggregated rate for FUJIFILM Business Innovation and its affiliates in Japan including sales operations. In fiscal 2021, the former slightly decreased to 2.47% while the latter slightly increased to 2.47%.

Goals/ challenges We will work to achieve the legally stipulated rate on a continual basis through the cooperation across the Fujifilm Group and also strive to provide all employees, including people with disabilities, with fulfilling workplaces.

*Starting from fiscal 2020, the base date for calculation has been changed to April 1 of the following fiscal year.

Annual work hours per employee

GC Principle 1 SDGs Goal 8

Definition Average annual work hours per employee at FUJIFILM Business Innovation and its affiliates and sales companies in Japan (excluding hours worked by managerial staff and values from companies which have introduced flexible work hours)

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation (unconsolidated)	1,784 hours	1,720 hours	1,836 hours
Affiliates in Japan (excluding sales companies)	1,744 hours	1,784 hours	1,885 hours
Sales companies in Japan	1,855 hours	1,804 hours	1,873 hours

Notes on fiscal 2021 performance The annual work hours per employee in fiscal 2021 increased compared to the previous fiscal year, when temporary leave and overtime control measures were implemented. We are continuing to strive to curb the increase by promoting measures to curb long working hours and adopting more productive work styles in response to the COVID-19 crisis.

Goals/ challenges We will press forward with work style reforms to achieve the best possible results at all target companies with the limited time and resources available.

Emissions in the entire product life cycle of FUJIFILM Business Innovation

GC Principle 7-9 SDGs Goal 12, 13

Definition Amount of CO_2 emissions including phases such as procurement of materials, development, manufacturing, transportation and usage.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its affiliates	1,411kt-CO_2	1,053kt-CO_2	1,132kt-CO_2

Notes on fiscal 2021 performance: Emissions in the entire product life cycle increased from previous fiscal year.

Goals/ challenges: We will continue to take initiatives, including review of processes, in each one of the domains such as procured materials, production, and logistics.

* Calculation method for CO_2 emissions was revised

CO_2 emissions at FUJIFILM Business Innovation business facilities

GC Principle 7-9 SDGs Goal 13

Definition Energy from electricity and other sources consumed at the sites and offices of FUJIFILM Business Innovation and its affiliates, converted to CO_2 emissions.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
Development and production sites in Japan and overseas	114kt-CO_2	103kt-CO_2	101kt-CO_2
Offices in Japan and overseas	50kt-CO_2	47kt-CO_2	44kt-CO_2

Notes on fiscal 2021 performance: We introduced energy-saving equipment, increased the efficiency of our production processes, and took other measures. Efforts to reduce CO_2 at the Yokohama Minatomirai Center received the 7th Yokohama Global Warming Prevention Award.

Goals/ challenges: We will continue to take initiatives, such as introducing energy-efficient equipment and the review of production processes, in fiscal 2022.

* The intensity of CO_2 emissions was changed.

Contribution to CO_2 reduction by customers

GC Principle 7-9 SDGs Goal 13

Definition Reduction in electricity consumption, etc. at customers' business sites realized through the use of FUJIFILM Business Innovation products, solutions, and services, converted to CO_2 emissions

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its affiliates	3,327kt-CO_2	3,140kt-CO_2	2,945kt-CO_2

Notes on fiscal 2021 performance: The overall contribution to CO_2 reduction by customers decreased. The energy-saving performance of the color MFP “Apeos C” series has been evaluated, and it has been certified as a “Green Design Product” in China.

Goals/ challenges: We will support customers in the expansion of their businesses while also reducing their CO_2 emissions, leveraging our solutions and services that contribute to their business reforms, and our environmentally friendly products equipped with energy conservation functions.

Water consumption in the manufacturing process

GC Principle 7-8 SDGs Goal 12

Definition Amount of water that FUJIFILM Business Innovation and its affiliates in Japan and overseas consumed in the manufacturing process

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its affiliates	1.96 million t	1.80 million t	1.79 million t

Notes on fiscal 2021 performance: Water consumption decreased from 1.80 million tons in the previous fiscal year to 1.79 million tons

Goals/ challenges: We will continue to take initiatives to reduce water consumption.

Reduction of new resource inputs in manufacturing process achieved by reusing parts

GC Principle 7-9 SDGs Goal 12

Definition The amount of new resource inputs avoided by reusing parts in the manufacturing process at FUJIFILM Business Innovation and its affiliates

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its affiliates	3,393t	3,145t	3,777t

Notes on fiscal 2021 performance: The reduction of new resource input was increased compared to the previous fiscal year.

Goals/ challenges: We will continue to work to expand the reuse of parts, such as by strengthening reuse design guidelines.

Recycling rate of collected end-of-life products

GC Principle 7-9 SDGs Goal 12

Definition The percentage of end-of-life products whose materials, heat energy, etc. were recycled, of those collected in Japan and overseas

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
Japan	99.9%	99.9%	99.9% or over
Asia-Pacific region*	90.0% - 99.9%	96.3% - 99.8%	96.1%～99.8%

Notes on fiscal 2021 performance: The recycling rate was slightly lower than the previous year in the Asia-Pacific region.

Goals/ challenges: We will strive complying with laws and regulations in each country and region, and by consideration of safety and health.

*Asia-Pacific region: China, Hong Kong, Indonesia, Malaysia, the Philippines, Korea, Thailand, Vietnam, Singapore, Australia, and New Zealand

Percentage of FSC®-certified paper in paper products

GC Principle 7-9 SDGs Goal 12, 15

Definition Percentage of FSC®-certified paper among the FUJIFILM-branded plain paper (PPC) products provided to customers in Japan*

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance
FUJIFILM Business Innovation and its sales companies in Japan	38%	44%	44%

Notes on fiscal 2021 performance: Achieved the same result as the previous year.

Goals/ challenges: We will continue to expand the lineup of FSC®-certified paper among the FUJIFILM-branded plain paper (PPC) products toward sustainable paper procurement.

*For paper procurement, we have set the criteria for selecting paper material suppliers, in addition to criteria for papers to be procured. The standards also require that suppliers preserve biodiversity and respect the rights of local inhabitants in the areas where paper materials are sourced.

Supply Chain, Corporate Governance

Number of serious corporate governance and/or compliance incidents

GC Principle 10 SDGs Goal 16

Definition Number of corporate governance and/or compliance incidents warranting disclosure that emerged during the fiscal year

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
FUJIFILM Business Innovation and its affiliates	0	0	0	0

Notes on fiscal 2021 performance With the central role played by FUJIFILM Holdings Corporation, integrated management of compliance activities by FUJIFILM Corporation and FUJIFILM Business Innovation Corporation as operating companies was strengthened further. To raise compliance awareness of all employees and prevent problems, we gave training on Fujfilm Group Code of Conduct, had employees pledge to comply with it, gave training in response to legal revisions (harassment prevention training), and took other measures.

Goals/challenges We will continue to enhance our internal control and implement more substantial compliance measures across FUJIFILM Business Innovation and its affiliates, to ensure the number of serious incidents stays at zero.

Results of ethical procurement self-assessment by production sites

SDGs Goal 17

Definition [Very important items] Percentage of production sites which achieved a compliance rate of 90% or higher on "very important" items on the FUJIFILM Business Innovation Ethical Procurement Self-checklist
[Important items] Percentage of production sites which achieved a compliance rate of 90% or higher on "important" items on the FUJIFILM Business Innovation Ethical Procurement Self-checklist
[Percentage of production sites rated "green" in the RBA* self-assessment survey]
Percentage of production sites rated "green" in the RBA self-assessment survey conducted at the request of customer

Items	Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
Very Important items	(1) Production sites of FUJIFILM Business Innovation affiliates (Production sites of new machines, components, chemical products, and recycled products)	100% (8 sites)	100% (8 sites)	100% (8 sites)	100% (8 sites)
Important items		100% (8 sites)	100% (8 sites)	100% (8 sites)	100% (8 sites)
Percentage of production sites rated "green" in the RBA* self-assessment survey	(2) Production sites of FUJIFILM Business Innovation affiliates (Production sites of new-machines, components, and chemical products)	100% (7 sites)	100% (7 sites)	100% (7 sites)	100% (7 sites)

Notes on fiscal 2021 performance (1) In fiscal 2021, we achieved a compliance rate of 100% at all of our production sites as in the previous fiscal year.
(2) In the RBA self-assessment survey, all the target sites remained rated "green," which was our target.

Goals/challenges We will aim to maintain a compliance rate of 90% or higher at all of the sites and keep all the target sites rated "green."

*RBA, the Responsible Business Alliance, is a consortium of manufacturers committed to fulfilling their CSR. The RBA Code of Conduct includes the criteria to be met for CSR-oriented business operations in manufacturers' supply chains. In the RBA self-assessment survey, low-risk suppliers are rated "green." Questions asked in the survey are revised almost every year and criteria to be met are made more difficult year by year.

Response rate /percentage of production material suppliers with a conformance rate of 90% or over on the CSR self-check

GC Principle 1-10 SDGs Goal 17

Definition [Response rate] Ratio of the number of suppliers that responded to CSR self-check among the target suppliers.
[Percentage of suppliers with a conformance rate of 90% or over]
Percentage of suppliers which completed the CSR self-check with a conformance rate of 90% or over among the suppliers responded to it.

Items	Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
Response rate	Suppliers in Japan and overseas	99%	98%	98%	90% or over
Percentage of suppliers with a conformance rate of 90% or over		91%	98%	81%	90% or over

Notes on fiscal 2021 performance In fiscal 2021, several of the self-check items were revised with additional questions.
We collected results from 98% of the target production material suppliers (371 sites of 181 companies), and the percentage of suppliers with a conformance rate of 90% or over was 81%.

Goals/challenges We will continue to identify CSR risks and carry out improvement activities for risk reduction, based on the results of surveys conducted by using the CSR self-check , as well as through our buyer team's visits to suppliers' work sites and other initiatives, so that we are able to fulfill the social requirements that grow more demanding each year.

Number of onsite visit and check for high CSR risk suppliers

GC Principle 1-10 SDGs Goal 17

Definition Number of suppliers provided onsite visit and check by our internal expert team. High risk suppliers are identified by reviewing CSR self-check results, efforts in regard to QCD, environment and so forth.

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
Suppliers in Japan and overseas	34	48	28	Plan achievement rate 100%

Notes on fiscal 2021 performance We judged that we need to conduct risk assessment on 42 suppliers located in China. Expert teams from our production sites provided onsite visit and check to 28 suppliers out of 42. As a result of risk assessments, we requested suppliers to rectify these issues and have confirmed improvements in the important items at all suppliers where our expert teams conducted onsite visits up to the end of fiscal 2021. Due to the spread of COVID-19, the achievement rate is lower than in the previous two years.

Goals/challenges We will formulate an implementation plan based on the situation of COVID-19 and promote activities mainly for suppliers whom we haven't provided onsite visit and check in the previous fiscal year.

Ratio of suppliers worldwide in full compliance with FUJIFILM Business Innovation requirements on paper procurement

GC Principle 1-10 SDGs Goal 15, 17

Definition Percentage of suppliers confirmed to be in full compliance with the Paper Procurement Regulation Standards of FUJIFILM Business Innovation

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
All companies supplying paper to FUJIFILM Business Innovation and its affiliates	100%	100%	100%	100%

Notes on fiscal 2021 performance FUJIFILM Business Innovation requires all its paper suppliers to operate in accordance with the standards for social responsibility outlined in its Paper Procurement Regulation Standards (revised in 2012). In 2012, division managers in charge of paper purchasing and sales in Japan and overseas began meeting regularly as a committee to review and confirm compliance with these standards. In fiscal 2021, we also conducted on-site audits of suppliers to ensure that all suppliers meet paper procurement standards.

Goals/challenges We will continue to monitor our suppliers to check the status of their compliance with our Paper Procurement Regulation Standards, in our efforts to achieve sustainable paper procurement.

Ratio of suppliers which responded to conflict minerals survey

GC Principle 1-6 SDGs Goal 17

Definition Percentage of suppliers which submitted a CMRT* from the Responsible Minerals Initiative (RMI) among all suppliers that were subjects of our conflict minerals survey

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
Suppliers of components of key FUJIFILM Business Innovation products	98%	99%	98%	95% or over

Notes on fiscal 2021 performance We maintained a high response rate thanks to cooperation from suppliers in Japan and overseas. Among the smelters identified in our supply chain, 72% have obtained conflict-free certification from RMI and other organizations. We remained at the same level as the previous fiscal year. To disseminate the Fujifilm Group's policy on responsible minerals procurement and to strengthen the conflict minerals survey, we distributed a revised version of the CSR Management Guidelines for suppliers to 472 suppliers and collected the consent forms (supplier response rate was 98%). In fiscal 2021, we started work on a cobalt survey in response to the growing demand from customers.

Goals/challenges Going forward, we will promote responsible minerals procurement, including the continuous improvement of the percentage of conformant smelters and so forth.

*The Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI) is a global-standard reporting form for conflict minerals surveys.

Local content ratio for raw materials and parts at overseas production sites (China and Vietnam)

SDGs Goal 17

Definition Percentage of raw materials and parts procured by the production sites of FUJIFILM Business Innovation's affiliates in China and Vietnam that are purchased from local companies in each country, in terms of transaction value

Companies	Fiscal 2019 performance	Fiscal 2020 performance	Fiscal 2021 performance	Fiscal 2022 goal
China *1	73%	76%	79%	Maintaining a consistent level of local procurement
Vietnam *2	54%	56%	61%	

Notes on fiscal 2021 performance The ratio for both China and Vietnam has improved since fiscal 2020.

Goals/challenges We will continue to carry out appropriate procurement and production considering the local content ratio aimed at maximizing our contribution to the development of the local economies where we operate.

*1 FUJIFILM Manufacturing Shenzhen, FUJIFILM Business Equipment Shanghai
*2 FUJIFILM Manufacturing Hai Phong