



FUJIFILM Business Innovation Hong Kong Limited

# Sustainability Report 2025



ACCELERATE YOUR BUSINESS **SUCCESS**



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## Cover Story

The cover of this report features Chloe Cheung, the lovely daughter of our colleague, Andy Cheung, standing in a vibrant, sprawling grass field, her hands gracefully forming a heart. Her bright smiles and the lush backdrop symbolize growth, love and environmental stewardship, reflecting our commitment to nurture future generations for a sustainable world.

We drive our collaborative efforts into business innovation to create opportunities where we can strive toward our goal of contributing to the realization of a sustainable society, showing our spirit of togetherness by *giving our world more smiles*.

A large, stylized number '1' is rendered in a light green color, with a dashed outline. It is positioned to the left of the section title.

# Top Commitment

## ► Our Top Priority

FUJIFILM Business Innovation Hong Kong Limited (FUJIFILM BI Hong Kong) continues to play a pivotal role in enabling organizations to drive digital transformation (DX) with confidence, resilience, and purpose. As a trusted DX partner, we are dedicated to empowering businesses, regardless of size or sector, with advanced technologies and solutions that simplify complexity, strengthen security, and accelerate innovation. Our commitment lies in elevating quality in every action – how we think (mindset), work (process), and serve (customer experience) – all aimed at amplifying our contribution to sustainable growth and shared prosperity.

Our goal is to democratize artificial intelligence (AI) and cybersecurity by making these technologies more affordable and accessible for every organization. For small and medium-sized businesses (SMBs), this means lowering the barrier to entry with cost-effective AI-powered tools and scalable security services. For large enterprises, we deliver advanced digital and professional services that enhance efficiency, improve protection against evolving threats, and support transformation at scale.

In the fiscal year (FY) of 2024, we advanced this mission by launching new offerings and deepening our collaboration with renowned industry partners. Together, we deliver integrated, enterprise-grade solutions, from hyperautomation and intelligent document processing to 24x7 Managed Security Services powered by our in-house Security Operations Center (SOC). Our FUJIFILM Business Open Innovation Center located at our head office in Kwun Tong continues to showcase these cutting-edge technologies and support our customers' journey toward smarter, more secure workstyles.

As new challenges and opportunities emerge, we remain committed to the Fujifilm Group's purpose - *Giving our world more smiles*. This reflects our belief that digital innovation should drive not only business value but also meaningful outcomes for society and the environment. As digital technologies evolve to support sustainability, the Fujifilm Group integrates them into our Green Value Climate Strategy and efforts to achieve key Sustainable Development Goals (SDGs).

## ► Looking Backward

Sustainability remains central to our strategy. Guided by the Fujifilm Group's Sustainable Value Plan 2030, we aim to reduce carbon dioxide (CO<sub>2</sub>) emissions across the entire product lifecycle by 50% by FY2030 (compared to FY2019 levels). At the same time, we support global SDGs, specifically SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action) by delivering energy-efficient solutions and enabling office energy management initiatives.



Locally, we continue to apply the Task Force on Climate-related Financial Disclosures (TCFD) framework to strengthen our climate governance, improve transparency, and evaluate long-term business resilience through climate-related metrics and risk scenarios.

## ► Moving Onward and Upward

As the technological landscape continues to evolve rapidly, we see an urgent need to ensure digital tools are not only powerful, but also inclusive and sustainable. Our approach is rooted in practical innovation - leveraging AI not as a trend, but as a tool to solve business problems and to empower workforces. Through continuous investment in research, customer education, and ecosystem partnerships, we aim to close the gap between ambition and execution for organizations embarking on their DX journeys.

In FY2025, FUJIFILM BI Hong Kong will name it the Year of "Quality+" and strive toward the Triple Bottom Line - economic (profit), environmental (planet), and social (people) impact. We will expand our role as a digital innovation enabler by advancing co-creation with customers, refining our AI-powered solutions, and scaling our managed services offerings. We will also continue to advocate for ethical and responsible technology use by championing data privacy, fair access, and human-centric design. These efforts, combined with our strong environmental, social, and governance (ESG) foundation, will allow us to create long-term value not only for our customers but for society at large.

A handwritten signature in black ink that reads "Alan Chan".

**Alan Chan**  
*Managing Director*  
 FUJIFILM Business Innovation Hong Kong Limited

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# About the Fujifilm Group



Fujifilm Group's Purpose

## Giving our world more smiles

We bring diverse ideas, unique capabilities, and extraordinary people together to change the world.

Corporate Slogan

## Value from Innovation

### How We Act

#### Charter for Corporate Behavior

Based on the following six principles, the Fujifilm Group respects human rights and maintains compliance with, as well as respects, the spirit of all laws and international rules in its global business activities. Beyond this, we will take proactive action toward the realization of a sustainable society through innovation, while taking into account the impact of our activities.

- 1. A Trusted Company
- 2. Social Responsibility
- 3. Respect for Human Rights
- 4. Global Environmental Conservation
- 5. Vibrant Workplaces
- 6. Management of Various Crises

#### Code of Conduct

In all aspects of our corporate activities, we emphasize compliance and endeavor to create new value. If compliance requirements conflict with business profits or the demands of third parties, we give priority to compliance. An open, fair and clear corporate culture is the basis for all our activities.

- Respect for Human Rights
- Fair Corporate Activities
- Protection/Preservation of Corporate Assets and Information
- Measures Related to Environmental Issues

### How We Will Fulfill Our Commitment

#### Long-Term CSR Plan

#### Sustainable Value Plan 2030 (SVP2030)

With fiscal 2030 as its long-term goal, this plan lays the foundations of the Fujifilm Group's business management strategies for sustainable growth. In this plan, we have set targets in the four priority areas of the environment, health, daily life and work style, as well as in the supply chain and governance, the basis of our business activities. These targets serve as guideposts toward our goal of contributing to the realization of a sustainable society through the dual standpoints of resolving social issues through our business activities and considering the environment and society in our business processes.

#### Medium-Term Management Plan

#### VISION2030

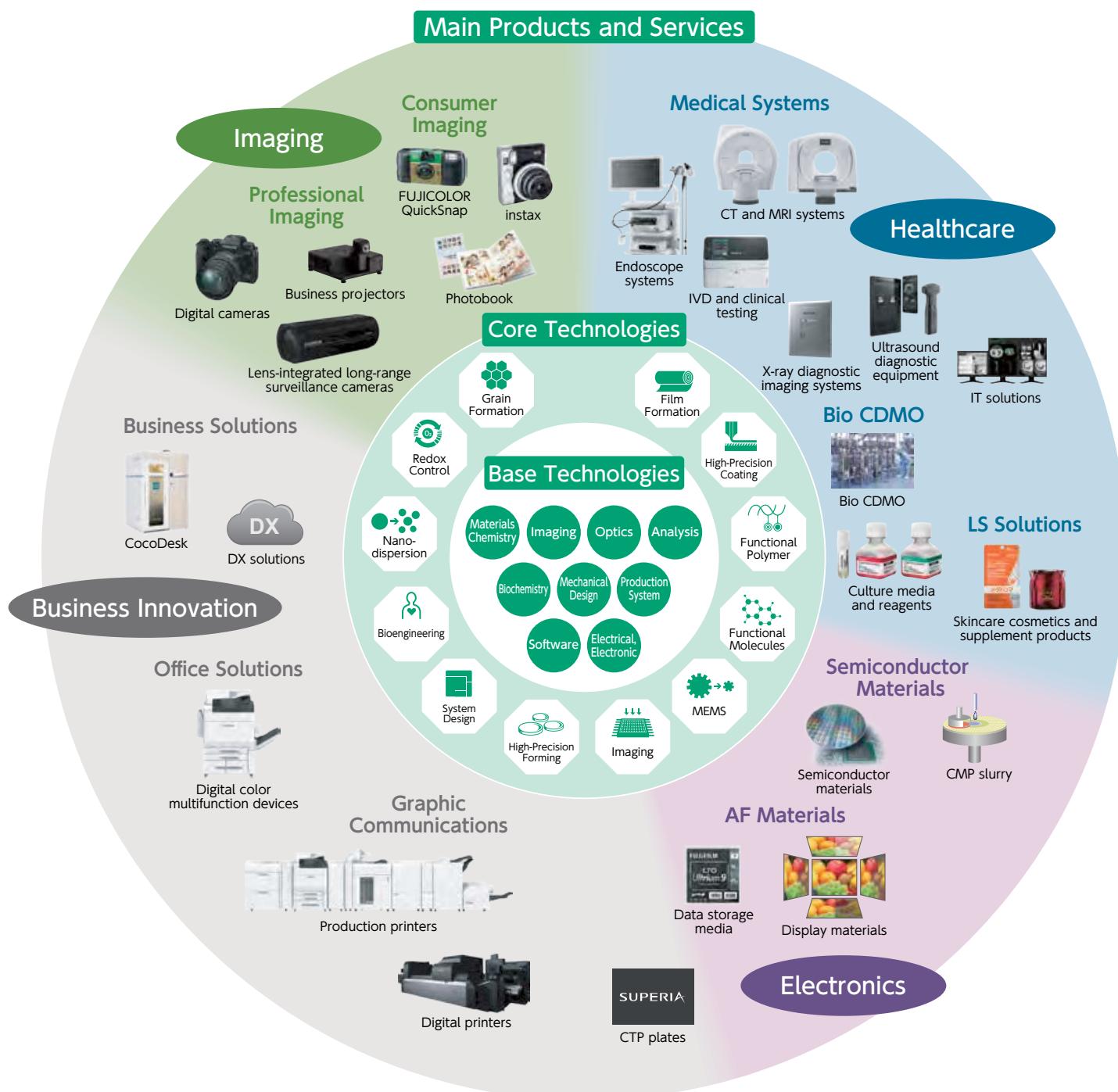
In April 2024, the Fujifilm Group formulated a specific action plan to accelerate the growth of business mainly in Healthcare and Electronics, aiming to achieve the goals set forth in the Sustainable Value Plan 2030.

# Technologies and Business Fields

The Fujifilm Group applies advanced proprietary technologies cultivated through the photographic film business to a wide range of business domains. We also combine these with outside technologies through open innovation as we continue to create new value that will bring about a positive impact in society.

## Proprietary Technologies of the Fujifilm Group

Since our founding, we have been accumulating the base technologies to support our business, including organic and inorganic materials chemistry, optical technologies and analytical technologies. Based on these technologies, we have honed our proprietary core technologies, which are central to continuously building up our competitive advantage. By combining these technologies, we provide a wide range of products and services.



# SVP2030 and Priority Issues

Under the CSR plan **“Sustainable Value Plan 2030 (SVP2030),”** which outlines our long-term vision targeting fiscal 2030, we will use leading-edge, proprietary technologies to provide top-quality products and services. By doing this, we will work to resolve social issues through our business activities and contribute to the realization of a sustainable society.

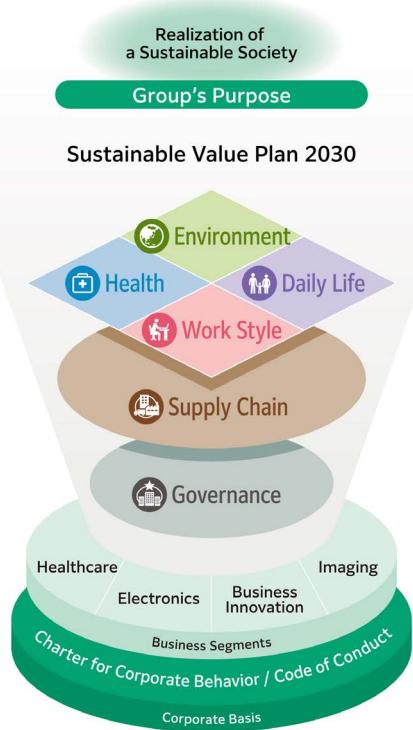
Fiscal 2017: Formulation of SVP2030

**VISION  
2019**

**VISION  
2030**

## SVP2030 Priority Areas and Materiality (Priority Issues)

Targets are set in four priority areas and in the basis of our business activities via a two-pronged approach: considering society and the environment in our business processes and resolving social issues through our business activities.

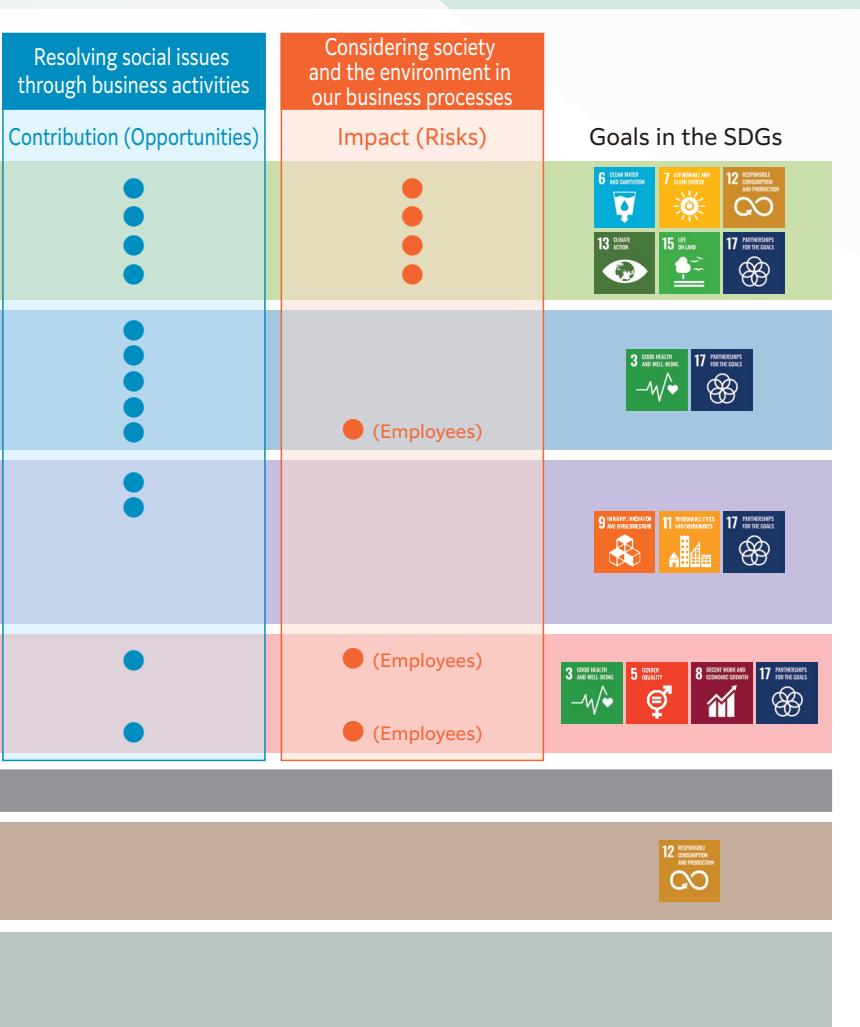


 <b>Environment</b>	<ol style="list-style-type: none"><li>1. Address climate change</li><li>2. Promote recycling of resources</li><li>3. Biodiversity conservation</li><li>4. Ensure product and chemical safety</li></ol>
 <b>Health</b>	<ol style="list-style-type: none"><li>1. Fulfill unmet medical needs</li><li>2. Improve accessibility to medical services</li><li>3. Contribute to early disease detection</li><li>4. Contribute to health promotion and beauty</li><li>5. Promote Health Management</li></ol>
 <b>Daily Life</b>	<ol style="list-style-type: none"><li>1. Contribute to creating a safe and secure society</li><li>2. Inheritance and development of photographic and visual culture that delivers new impressions and experiences to society</li></ol> <p>Contribute to enriching humanity and relationships between people</p>
 <b>Work Style</b>	<ol style="list-style-type: none"><li>1. Create environments that lead to a motivated workplace (provision of solution services)</li><li>2. Develop and utilize diverse human resources</li></ol>
<b>Basis of Business Activities</b>	
 <b>Supply Chain</b>	Strengthen CSR foundations across the entire supply chain including factors of the environment, ethics, and human rights
 <b>Governance</b>	Improve and maintain governance structures by further disseminating an open, fair and clear corporate culture

# Realization of a Sustainable Society through Value from Innovation

## SVP 2030

SVP2030	VISION2030
Long-term goals targeting fiscal 2030	An action plan for achieving the goals in SVP2030



# SVP2030 Major Targets and Results in FY2024

Priority Area	Priority Issues	Major Targets for FY2030	Major Results and Activities in FY2024
 <b>Environment</b>	<ol style="list-style-type: none"> <li>Address climate change.</li> <li>Promote recycling of resources.</li> <li>Biodiversity conservation.</li> <li>Ensure product and chemical safety.</li> </ol>	<ul style="list-style-type: none"> <li>Reduce the Fujifilm Group's CO<sub>2</sub> emissions by 50% (compared to the FY2019 level) (achieve net zero CO<sub>2</sub> emissions by FY2040)</li> <li>Reduce CO<sub>2</sub> emissions across the entire product lifecycle by 50% (compared to the FY2019 levels)</li> <li>Sales percentage of certified Green Value Products: 60%</li> <li>Contribute to a reduction in the CO<sub>2</sub> emissions generated in society by 90 million tons by FY2030 (accumulated value).</li> </ul>	<ul style="list-style-type: none"> <li>To further promote resource circulation, a toner cartridge recycling site was established in Europe, along with an extended lineup of multifunction devices containing reused components.</li> <li>Opened Green Park FLOOR, a hands-on environmental learning facility to explore the sustainable future of the Earth through learning about environmental issues and multifunction device technologies in an easy-to-understand manner.</li> <li>Launched a MAT in vitro pyrogen detection test kit that can replace animal testing, and a GMO endotoxin assay that does not use animal-derived reagents.</li> <li>Signed up with TNFD Adopter and published our first TNFD report after a group-wide analysis to accelerate our biodiversity protection activities.</li> </ul>
 <b>Health</b>	<ol style="list-style-type: none"> <li>Fulfill unmet medical needs.</li> <li>Improve accessibilities to medical services.</li> <li>Contribute to identifying diseases at an early stage.</li> <li>Contribute to health promotion and beauty.</li> <li>Promote Health Management</li> </ol>	<ul style="list-style-type: none"> <li>Develop new treatment solutions/ Improve accessibility to new treatment solutions.</li> <li>Expand and scale up AI &amp; IoT technology to reduce burdens on medical professionals.</li> <li>Promote management of health and productivity to maintain employees' vitality.</li> <li>Develop broader deployment of products and services utilizing medical AI technology.</li> </ul> <p>FY2026: 120 countries and regions FY2030: 196 countries and regions</p> <ul style="list-style-type: none"> <li>Establish the checkup centers, NURA</li> <li>FY2026: 30 centers</li> <li>FY2030: 100 centers</li> </ul>	<ul style="list-style-type: none"> <li>Reinforced production capacity at both the site in Denmark and the U.S. North Carolina site to ensure stable supplies of high-quality biopharmaceuticals and to address unmet medical needs.</li> <li>Launched ECHELON Smart ZeroHelium, a compact 1.5 tesla superconductive MRI system that features zero helium cooling, eliminating the necessity for MRI quench pipes and ensuring stable operations.</li> <li>Listed on the KENKO Investment for Health for the fifth consecutive year.</li> <li>Deployed products and services utilizing medical AI technology: 115 countries.</li> <li>Opening of NURA, health checkup centers: 10 sites. * Kenkoieie (Health &amp; Productivity Management) is a registered trademark of Kenkoieie Nonprofit Organization</li> </ul>
 <b>Daily Life</b>	<ol style="list-style-type: none"> <li>Contribute to creating a safe and secure society.</li> <li>Inheritance and development of photographic and visual culture that delivers new impressions and experiences to society.</li> <li>Contribute to enriching humanity and relationships between people.</li> </ol>	<ul style="list-style-type: none"> <li>Develop and disseminate technology for products and services contributing to growth as an ICT society.</li> <li>Offering opportunities to enjoy photos that give forms to memories.</li> </ul>	<ul style="list-style-type: none"> <li>Built a new factory in Pyeongtaek City, South Korea, to increase production capacity of color filter materials for image sensors and establish a local production site.</li> <li>Invested in facilities in domestic and overseas production sites in response to the demand increase for advanced semiconductor materials, including EUV resists and EUV developer.</li> <li>Launched "instax mini Link 3," a smartphone printer, featuring AR effects that can add 3D decorations within the photograph.</li> <li>Launched FUJINON LA30x7.8BRM-XB2, a 4K broadcast zoom lens that supports virtual and remote production utilizing a newly developed drive unit.</li> </ul>
 <b>Work Style</b>	<ol style="list-style-type: none"> <li>Create environments that lead to motivated workplace (provision of solution services).</li> <li>Develop and utilize diverse human resources.</li> </ol>	<ul style="list-style-type: none"> <li>Create environments that lead to motivated workplace (provision of solution services).</li> <li>Increase percentage of women in managerial position (in Japan).</li> </ul>	<ul style="list-style-type: none"> <li>Acquired 100% share of Fujifilm RIPCORD G.K. to improve responses to various user needs concerning our image processing technology, AI, and data-usage.</li> <li>Acquired Pacific Business Consulting to further expand our core system sales and installation support business, and acquired DXC Technology to establish the same business in Oceania.</li> <li>Released Revoria Cloud Marketing, a cloud platform to streamline corporate marketing through data analysis support and AI-based improvement suggestions.</li> <li>Jointly with Konica Minolta, FUJIFILM Business Innovation established Global Procurement Partners Corp. to reinforce the business foundations of both companies.</li> <li>Percentage of women in managerial position: 7.3 (in Japan).</li> </ul>
 <b>Supply Chain</b>	<p>Strengthen CSR foundations across the entire supply chain including factors of the environment, ethics, and human rights.</p>	<ul style="list-style-type: none"> <li>Aim for zero cases of misconduct and major legal violations by further disseminating an open, fair and clear corporate culture.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability self-check Response numbers and rate: 1,019 companies / 1,482 sites, 92%</li> <li>Percentage of companies with 90% or more compliance rate: 71%</li> <li>Survey on conflict 3TG minerals response rate per business segment/ Percentage of RMAP-conformant smelters: Electronics: 94% / 97% Business Innovation: 100% / 62% Imaging: 84% / 64%</li> <li>FUJIFILM Business Innovation received Gold Medal from EcoVadis (In the latest cycle commencing October 2025, we have received Platinum Medal.)</li> </ul>
 <b>Governance</b>	<p>Improve and maintain governance structures by further disseminating an open, fair and clear corporate culture.</p>	<ul style="list-style-type: none"> <li>Improve compliance awareness across the entire global Group and reinforce risk management.</li> </ul>	<ul style="list-style-type: none"> <li>Published our approach to customer harassment on official website.</li> <li>Established a whistleblowing system regarding compliance issues for domestic and overseas stakeholders on official website.</li> </ul>

# Appraisals and Awards

## Credit ratings (As of February 26, 2025)

Credit rating agency	Credit rating
Moody's	Long-term rating
	Short-term rating
Standard & Poor's	Long-term rating
	Short-term rating
Rating and Investment Information (R&I)	Long-term rating
	Short-term rating

Note: “—” indicates no credit rating available.

## Main Initiatives

In order to grasp the trends and the increasing level of global CSR demands and operate our businesses in an appropriate manner, FUJIFILM Holdings participates in various initiatives.

[The main initiatives FUJIFILM Holdings participates]

- SBT Initiative (Science Based Targets Initiative)
- RE100
- TCFD Consortium (Task Force On Climate-Related Financial Disclosures Consortium)
- UN Global Compact (UNGC)
- TNFD Forum (Task Force on Nature-related Financial Disclosures Forum)

[The main Initiatives FUJIFILM Business Innovation Corp. participates]

- Responsible Business Alliance
- Responsible Minerals Initiative

## Adoption of socially responsible investment (SRI)

 FTSE4Good	 FTSE Blossom Japan	 FTSE Blossom Japan Sector Relative Index	 S&P/JPX Carbon Efficient Index
FTSE4Good Global Index	FTSE Blossom Japan Index	FTSE Blossom Japan Sector Relative Index	S&P/JPX Carbon Efficient Index
<b>2025 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX</b>	<b>2025 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)</b>	<b>2025 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX</b>	
MSCI Japan ESG Select Leaders Index	MSCI Japan Empowering Women Index (WIN)	MSCI Nihonkabu ESG Select Leaders	

## Appraisals from external organizations

 CDP Climate Change · Water Security A List 2024	 CDP Supplier Engagement Leader	 DX Stocks 2025	 2025 Health and Productivity Stock
 Health and Productivity Management Outstanding Organization 2025	 Sompo Sustainability Index	 iSTOXX MUTB Japan Platinum Career 150 index	 Nikkei Smart Work Survey
 NIKKEI Sustainable Management Survey, SDGs Edition	 SPORTS YELL COMPANY 2025		

Please refer to our website for an explanation of each indicator. ▶ <https://holdings.fujifilm.com/en/sustainability/evaluation>

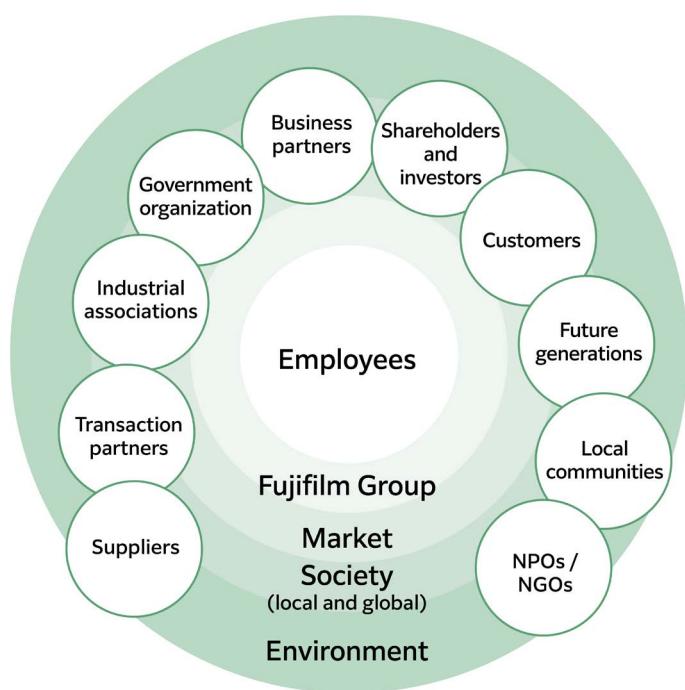


# 3 Reporting Scope and Approach

## ► Objectives

The Fujifilm Group's approach to sustainability aims to promote the sustainable development of society through sincere and fair business practices, which are reflected in the Fujifilm Group's Purpose - *Giving our world more smiles*. At FUJIFILM BI Hong Kong, we acknowledge our role and responsibilities in sustainability. By integrating core sustainability values into our management strategy, we actively address sustainability issues that are important to our stakeholders.

This report outlines our latest business development plans, goals, and initiatives as part of our commitment to transparency. This marks our 16<sup>th</sup> annual sustainability report, aligning with the Japanese fiscal year, which concludes on 31 March. As a result, some projects and plans discussed in this report may currently be in progress, may have been completed, or may be set to launch in the upcoming fiscal year.



▲ Stakeholder Mapping and Spheres of Influence of FUJIFILM BI Hong Kong

## ► Reporting Scope and Period

This report provides information on the significant ESG impacts related to our operations between 1 April 2024 and 31 March 2025 (i.e. FY2024) in the following locations:

- Hong Kong and Macau offices
- Logistics and Warehouse

Due to the data insignificance in individual offices, some performance data related to the Macau office was not included.

## ► Reporting Principles

This Sustainability Report is prepared with reference to:

- Global Reporting Initiative (GRI) Standards 2021
- ESG Reporting Guide issued by The Stock Exchange of Hong Kong Limited (SEHK)
- ISO 26000:2010 - Guidance on Social Responsibility
- United Nations (UN) SDGs
- TCFD

## ► External Assurance

This report was prepared in accordance with the GRI standards for the extent of coverage and the information provided. FUJIFILM BI Hong Kong appointed Hong Kong Quality Assurance Agency (HKQAA) to conduct an independent verification of this report according to the GRI standards 2021, ESG Reporting Guide, and ISO 26000:2010 - Guidance on Social Responsibility. For details, please refer to the "Verification Statement".

## ► Sustainability Management

The Group's Corporate Social Responsibility (CSR) approach aims to foster the sustainable development of society while improving its corporate values through sincere and fair practices. To this end, the Group developed the long-term SVP 2030 with the target year aligned with the Paris Agreement and the UN SDGs.

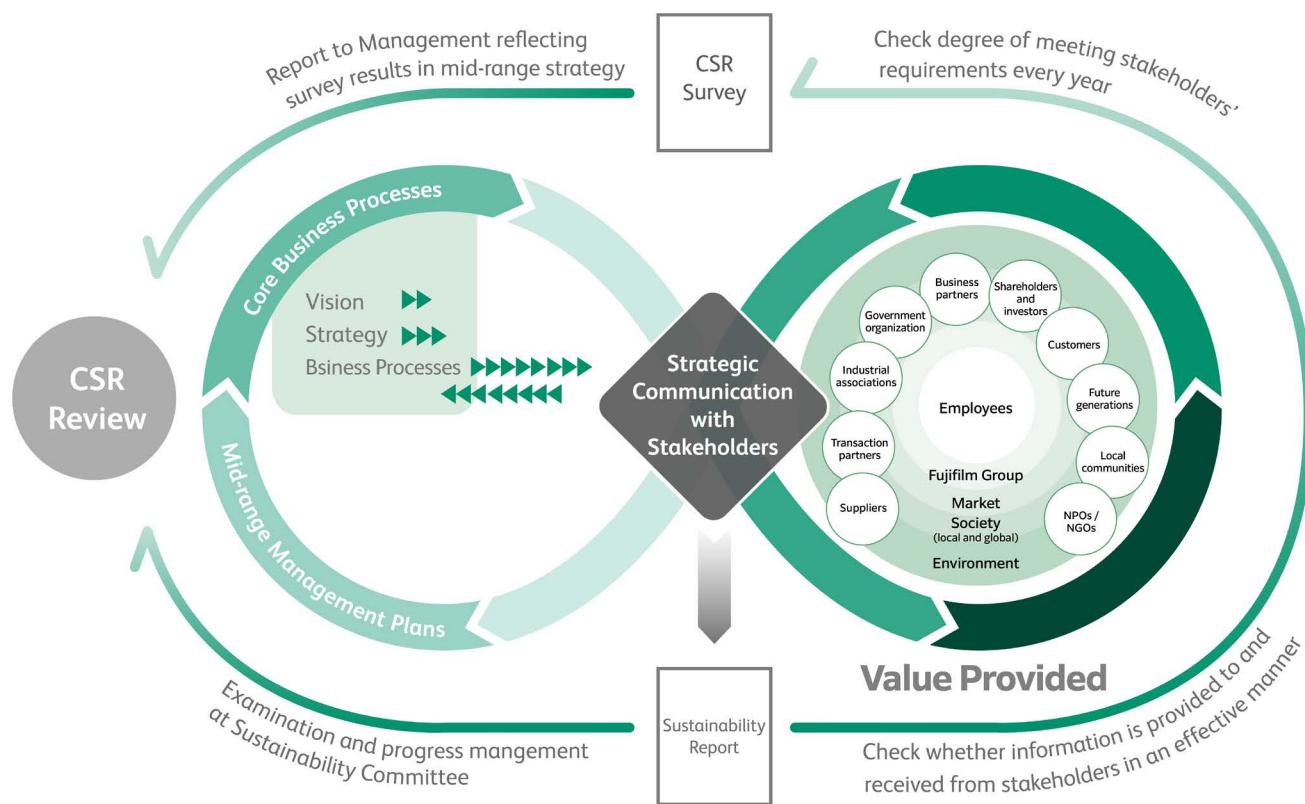
Reaffirming the need to take on leadership roles with greater management responsibilities as a subsidiary, FUJIFILM BI Hong Kong is committed to properly disclosing the non-financial information requested by our stakeholders to create value for them and share our business performance. Although we are not a listed company in Hong Kong and are not obligated to disclose our ESG data, we believe that sustainability disclosure is a valuable means to improve stakeholder engagement. We will continue to integrate sustainability into our business practices and comply with international and local requirements under the GRI standards through proactive disclosure. Please visit our company website [www.fujifilm.com/fbhk/en](http://www.fujifilm.com/fbhk/en) for more publications and historical data on our sustainability performance.

## ► Material Aspects and Stakeholder Engagement

In response to the Group's SDGs-aligned SVP 2030, FUJIFILM BI Hong Kong conducted a materiality assessment to identify key issues and evaluate their relevance to our business and stakeholders following the GRI Standards and AccountAbility's AA1000 Standards.

Since the publication of the first local Sustainability Report in 2010, we have been defining the material aspects based on the feedback collected from our annual corporate CSR survey as well as the international and Japanese standards and guidelines, including but not limited to GRI Standards, the Ten Principles of the UN Global Compact, and UN SDGs.

At the heart of our CSR improving mechanism, we proceed with a strategic communication with stakeholders by inviting them to provide feedback on our performance in the ESG areas and share their views and the sustainability challenges they experienced. About 88% of our external stakeholders and 95% of the responding employees rated our performance and the transparency of our ESG disclosures as "Excellent" or "Good". Based on the feedback, we learnt that stakeholders expected us to share more information, prompting us to enrich the content in the "environmental" and "social" sections. Through the application of the Fujifilm Method See-Think-Plan-Do (STPD) management cycle, it empowers us to observe deeply, think critically, plan strategically, and execute with precision. This structured methodology drives operational excellence and innovation across all functions.



### • Materiality Matrix

From the feedback collected this year, we turned them into a materiality matrix to reflect the importance of material issues raised by various stakeholders. Issues in the "High-High" area of the Materiality Matrix Diagram are identified as material matters and will be discussed in the following sections.



## • Our Response to Stakeholders' Needs

Stakeholders	Concerns	Engagement Platforms	Frequency
Customers	<ul style="list-style-type: none"> <li>Product and Service Quality</li> <li>Design for Environment</li> <li>Information Security</li> <li>Provision of Appropriate Information on Products and Services</li> <li>Customer Response and Support</li> </ul>	<ul style="list-style-type: none"> <li>Customer Support Centers</li> <li>Customer Satisfaction Surveys</li> <li>ISO/IEC 27001 Information Security Management System Audits</li> <li>Website and Social Media</li> <li>Press Releases</li> <li>Seminars</li> </ul>	<ul style="list-style-type: none"> <li>Day-to-day</li> <li>Monthly</li> <li>Annually</li> <li>As needed</li> <li>As needed</li> <li>As needed</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Safe and Fair Working Environment</li> <li>Benefits and Welfare</li> <li>Career Development</li> <li>Employee Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Employee Engagement Activities</li> <li>Newsletters</li> <li>Communication Meetings</li> <li>Managing Director's Message</li> <li>Occupational Health and Safety Assessment</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> <li>As needed</li> <li>Quarterly</li> <li>Quarterly</li> <li>Annually</li> </ul>
Suppliers, Business Partners, and Transaction Partners	<ul style="list-style-type: none"> <li>Economic Stability</li> <li>CSR Performance Management</li> <li>Business Ethics</li> <li>Fair Trade</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Letters</li> <li>Supplier Assessments</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>As needed</li> <li>As needed</li> </ul>
Future Generations, Local Communities, and Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> <li>Low Carbon Office</li> <li>Eco Product Lifecycle</li> <li>Sustainable Procurement</li> <li>Business-School Partnership Program</li> <li>Mentoring</li> </ul>	<ul style="list-style-type: none"> <li>Various Audits (ISO 14001 Environmental Management System, FSC™ Chain of Custody, etc.)</li> <li>CSR Events</li> <li>Volunteering</li> <li>Student Design Competitions</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>As needed</li> <li>As needed</li> <li>Annually</li> </ul>
Government Organization and Industrial Associations	<ul style="list-style-type: none"> <li>Legal Compliance</li> <li>Business Development</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>Events</li> <li>Audit Report</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> <li>As needed</li> <li>Annually</li> </ul>

### ► Management Approach

Adhering to the Fujifilm Group's Purpose – *Giving our world more smiles*, we attach high importance to creating value for the defined stakeholder groups through our sustainability management practices and processes.



#### Engagement with Customers

With over six decades of experience and a long-standing reputation as a trusted name in DX, we have built a legacy not only on advanced technology but also on a customer-focused approach that emphasizes co-creating solutions and value with our customers. This commitment to strategic customer engagement ensures that our offerings evolve with emerging needs and are deeply relevant to the sectors we serve. In today's dynamic business environment, organizations demand more than reliable products. They seek a partnership for innovation. We respond by working side-by-side with our customers to co-develop tailored solutions, anticipate future challenges, and deliver a seamless service that creates a "Customer Happy Experience" (CHX).



#### Engagement with Employees

At the heart of our success is a values-driven culture, rooted in engaged employees and customer-centric excellence. We believe that when our people are inspired, empowered, and aligned with purpose, they deliver exceptional experiences for our customers. Since "Happy, Engaged Employees" (HEE) are critical in driving our business growth, we endeavor to provide them with an innovative and comfortable work environment where they can pursue personal growth, unleash their full potential, and deliver value to society. In addition, a wide array of engagement initiatives have been implemented to enhance job satisfaction, strengthen bonds in the workplace, promote workplace diversity, and provide learning and development opportunities.



#### Engagement with Suppliers, Business Partners, and Transaction Partners

At FUJIFILM BI Hong Kong, we have revolutionized from pioneering printing technologies to infusing AI and cybersecurity into DX solutions. For SMBs, we democratize AI and cybersecurity and make them affordable and accessible. For large enterprises, we provide cost-effective and high-quality professional services to accelerate their transformation. Throughout the solution provided, business partners play an important role in the respective ecosystem we created to democratize AI and cybersecurity. The business partner will provide product introduction briefings, as well as sales, pre-sales, and post-sales training and certification for us. In most cases, the business partners will supply the software licenses, while we will handle the implementation and customization. Whereas for suppliers, they provide various types of solutions and services for us in the area of employment & training, facilities & overhead, financial institutions, Information Technology (IT) solutions, logistics, freight forwarding, professional services, office supplies, and others. To ensure that they share the same vision as us, we actively and frequently communicate our sustainability commitments and work closely with them to pursue continuous improvement.



## Engagement with Future Generations, Local Communities, and NGOs

Aligning with the corporate commitment to contributing to the sustainable development of society, we work together with local communities as a good corporate citizen and respond sincerely to the demands and expectations of those communities. Further to the prioritization of future generations and environmental conservation, our collaboration with local communities and NGOs aims to give the world more smiles.



## Engagement with Government Organization and Industrial Associations

Operating in Hong Kong and Macau, compliance with the respective applicable regulations is our priority. We further leverage accreditations to enhance our governance through the ISO 14001 Environmental Management System (since 2003), FSC™ Chain-of-Custody (since 2007), ISO 22301 Business Continuity Management System (since 2013), ISO/IEC 27001 Information Security Management System (since 2016) and ISO/IEC 27701 Privacy Information Management System (since 2025). We have also strengthened our engagement with the local authorities, such as the Environmental Protection Department and the Office of the Privacy Commissioner for Personal Data for compliance reasons, and the Fire Services Department and the Hong Kong Police Force, for the purpose of business continuity in the event of fire or crime at our workplaces. Besides, we have partnered with several industrial associations to get the latest industry news and support when required, and collaborate or join their seminars or events to build our business networks and explore business opportunities.



4

# Company Profile

FUJIFILM BI Hong Kong is a trusted DX partner. Established in 1964, the company is committed to providing leading-edge information and communications technology, specializing in document management consultancy across various industries. We offer a comprehensive range of solutions and services, from multifunction devices; production printing systems; document management and workflow software; business process services; to advanced DX, agentic automation, and cybersecurity solutions.

With close to 1,000 employees\* in Hong Kong and Macau, we are committed to enhancing our customers' productivity and competitiveness, addressing their business challenges, and driving sustainable growth.

\* Figure excludes certain external contractors performing logistics management tasks in our Logistics and Warehouse division.

## ► From Multifunction Printers to Solutions for Digital and AI Transformation

We are a business innovator, building on over six decades of expertise in research and development (R&D), production, logistics, sales, and customer support. Driven by the unwavering mission of serving society and advancing a sustainable future through ESG principles, we continue to challenge ourselves to excel further and address the customers' evolving needs through better communication.

Since the 1960s, our multifunction printers (MFPs) and printer business pioneered with the Fuji Xerox 914 in Japan, the first plain paper copier in the industry, maintaining market leadership through xerography technology. Innovations like the debut of the industry's first full-color copier and the world's first printer combining printing and copying functions showcase our dedication to revolutionizing office operations. Tailoring solutions to diverse workstyles, our MFPs offer robust security features to aid optimal document management, cloud collaboration, and operational efficiency, bridging the gap between physical and digital documents. Transforming workstyles post-2000, we facilitate remote and hybrid work models with features like document retrieval from convenience stores, personalized workspaces for remote efficiency, and cloud service integration via FUJIFILM BI MFPs.

Understanding evolving work dynamics, we offer software solutions like DocuWorks, and cloud services to streamline information management and support digital business processes as teleworking and home-based work become increasingly prevalent.

Our MFPs support network has evolved beyond traditional MFP services to encompass comprehensive IT solutions, offering a one-stop support platform for our customers' entire IT environments. We embrace the challenge of managing our customers' working environments, empowering them to succeed and grow in the agentic era.

Building on this integrated support model, and amid rapid market evolution, we leverage decades of industry expertise to deliver the technological foundation essential for business success. Collaborating with leading technology innovators, we serve enterprises of all sizes with a focus on three critical pillars driving modern business growth.

- **Agentic Automation** Building on Fujifilm Group's deep heritage as an early AI adopter in healthcare, we bring extensive expertise in intelligent automation with a focus on knowledge and document management. We empower businesses to adopt AI responsibly and effectively throughout the AI Transformation (AX) journey, ensuring sustainable and impactful integration. Agentic automation is an advanced form of process automation that leverages intelligent agentic AI agents to autonomously automate tasks, workflows, and complicated processes. By deploying this technology, organizations can effectively reduce costs, enhance competitive advantage, and drive business growth.
- **Cybersecurity** Our commitment to securing business data spans over 20 years, during which we have been at the forefront of data security and IT management. We have provided robust outsourcing services to some of the most stringent and highly regulated industries, including major banking and insurance institutions. We have also extended this enterprise-grade expertise to mid-sized and small businesses through affordable and accessible solutions and services. Our cybersecurity solutions and services provide companies with robust protection, ensuring security while freeing internal teams to focus on strategic initiatives.
- **Smart Workstyle** The modern workforce demands flexibility and seamless integration. We support hybrid and diverse work models by managing the entire work environment. From deploying robust IT infrastructure for remote collaboration to providing world-class workflow solutions and next-generation AI MFPs, we help elevate organizational productivity and competitiveness. Our solutions ensure seamless, secure, and efficient operations and communications across all touchpoints, whether online or in-person.

We are committed to democratizing AI and cybersecurity, enabling businesses of all sizes to leverage advanced technology securely and sustainably. By addressing core challenges with proven enterprise-level expertise and best practices, we deliver affordable and accessible solutions and services to scale impact in the agentic era.

In November 2024, we hosted a flagship seminar titled "From Insight to Use Case – Leverage AI and Cybersecurity for Digital Transformation". The event provided practical strategies and live demonstrations to empower local enterprises in navigating the evolving technology landscape. Following the seminar, we organized a week-long series of AI Experience Workshops, offering businesses personalized sessions to explore solutions such as AI-driven

chat commerce, document understanding, intelligent contract management, and cybersecurity defense. These workshops enabled participants to discover how to streamline operations, enhance customer engagement, and protect critical data assets in an increasingly digital economy.

As a thought leader in innovation and technology, we took part in the Hong Kong Management Association (HKMA) Global Innovation Day on 23 January 2025. During a panel discussion titled "Democratizing AI: Making Advanced Technology Accessible and Affordable," our Managing Director joined leaders to explore strategies for accelerating DX across industries. We also had the honor of hosting distinguished industry experts at our democratizing cybersecurity seminar on 22 May 2025. Our experienced guest speakers shared insights on the latest cyber threats, strategies to tackle increasingly complex risks, valuable legal perspectives, and actionable advice, empowering organizations to enhance their cybersecurity and protect their digital assets. Additionally, our co-hosted seminar with Yonyou Hong Kong and SP Infinite Technology focused on enhancing business efficiency through affordable and accessible transformation strategies, reaffirming our role as a facilitator in Hong Kong's innovation and technology advancement.

## ► Striving for Excellence

Our efforts in technology leadership and customer-centricity have not gone unnoticed. In FY2024, FUJIFILM BI Hong Kong received several prestigious accolades from industry leaders in recognition of our strengths in our technical solutions and unwavering focus on providing meaningful value and trusted partnerships to customers.

- **Best Business Innovation Partner (e-brand awards)** from ezone, recognizing our exceptional solutions and services in empowering customers' DX journeys.
- **2025 Gold Partner Award** from Sangfor Technologies, honoring our performance in delivering secure, flexible cybersecurity solutions.
- **Best Strategic Partner 2024** from Green Radar, highlighting our leadership in next-generation email security.
- **Best Partner for Cybersecurity 2023** at the Sangfor Partner Summit, selected from over 350 global partners.

In the area of print production excellence, we are proud to be among the first in Hong Kong to achieve the G7+ Expert qualification, a new global standard in color consistency and gray balance. We also received the G7 Master 10+ Years certification from Idealliance, demonstrating our sustained commitment to color innovation and high-quality output. These designations enhance customer confidence in our capabilities to deliver exceptional results, especially for industries where print quality is critical.

Furthermore, FUJIFILM BI Hong Kong reinforced its longstanding leadership in printing technology by sustaining its position as the number one provider in the Hong Kong A3 color copier and MFP market for 28 consecutive years. This remarkable achievement, as recognized by the IDC Asia/Pacific Quarterly Hardcopy Peripherals Tracker 2024 Q4, is a testament to our dedication to quality, performance, and technological innovation.

As a company rooted in innovation, FUJIFILM BI Hong Kong is deeply committed to cultivating future talent and supporting the long-term growth of the creative and print industries. For the 17<sup>th</sup> consecutive year, we sponsored the Institute of Print-Media Professionals' scholarship program, recognizing outstanding students at the Hong Kong Design Institute who are pursuing studies in printing and multimedia-related disciplines. Our FUJIFILM BI Design Competition 2024 was held in collaboration with The Walnut Shop, which encouraged tertiary students to transform creative concepts into commercially viable packaging and poster designs. Winning entries were realized through our industry-first six-color Revoria Press PC1120, with selected designs distributed in over 40 retail stores of The Walnut Shop during the Mid-Autumn Festival.



▲ The winning products of the FUJIFILM BI Design Competition 2024

Additionally, we continued our technical support for color innovation by working with Winson Enterprise and the Advanced Printing Technology Centre to produce Color Tone Value datasets. These were submitted to the International Color Consortium and will serve as foundational standards for print color management across the Greater Bay Area. These initiatives reflect our belief that innovation must be inclusive and forward-looking. By investing in education, training, and standards development, we ensure that the creative economy of tomorrow has the tools, skills, and technologies needed to thrive today.

Besides, we were honored to receive 19 recognitions from leading local and regional organizations in FY2024 in environmental and social areas. These accolades underlined our commitment to upholding the highest standards in every process, product, solution, and service. For details, please refer to the "Awards" section on our company website.



Hong Kong Green Organization by Environmental Campaign Committee



Carbon Reduction Certificate by Environmental Campaign Committee



Wastewi\$e Certificate by Environmental Campaign Committee



Carbon Reduction Charter by Environmental Protection Department



Green Office Award for over 10 consecutive years and Eco-Healthy Workplace by World Green Organisation



BEC Net-zero Carbon Charter by Business Environment Council



Packaging Reduction Charter by Environmental Protection Department



ESG Connect Program by Hong Kong Quality Assurance Agency



Gold Pioneer for Sustainable Design Contribution by Hong Kong Quality Assurance Agency



The Caring Company for over 20 consecutive years by The Hong Kong Council of Social Service



8+ Year Caring Certificate in the Industry CARES Recognition Scheme by Federation of Hong Kong Industries



Super Manpower Developer for 12 consecutive years by Employees Retraining Board



Good MPF Employer, e-tribution, and MPF Support Award by Mandatory Provident Fund Schemes Authority



Joyful@Healthy Workplace Best Practices Award (Enterprise/Organization Category) - Excellence Award by Department of Health, Labour Department, and Occupational Safety & Health Council



Mental Health Friendly Supreme Organisation Award (Enterprise/Organization Category) - Certificate of Attainment by Department of Health, Labour Department, and Occupational Safety & Health Council



The Racial Diversity & Inclusion Charter for Employers by Equal Opportunities Commission



Supportive Family-friendly Good Employer by Labour Department



Good Employer Charter 2024 by Labour Department



Say Yes to Breastfeeding by Hong Kong Committee for UNICEF



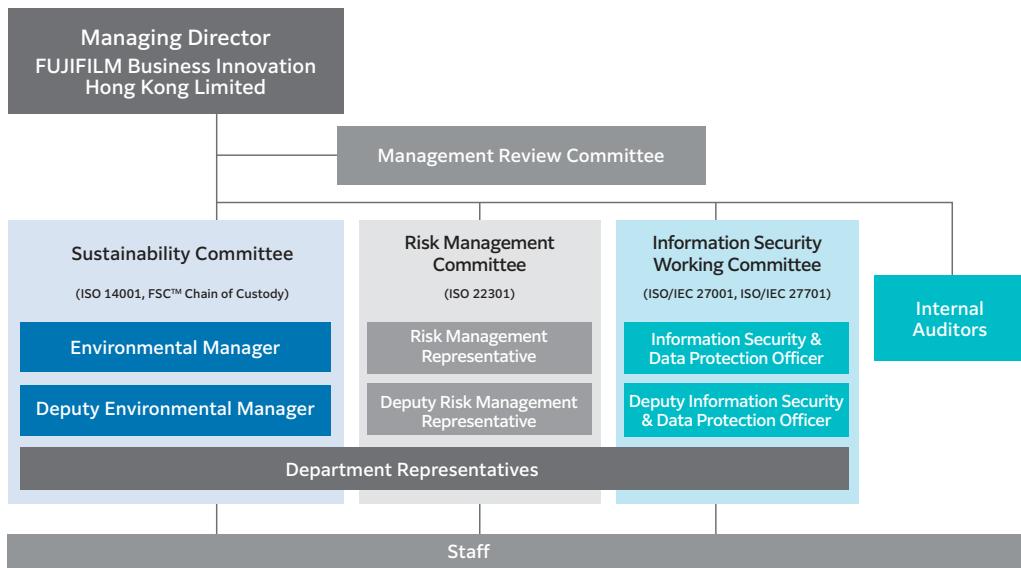
# 5 Governance

Aiming to contribute to the sustainable growth of society while improving its corporate value through sincere and fair business activities, we believe compliance goes beyond merely adhering to law or policies and should encompass acting with common sense and according to ethical standards.

## ► Governance Structure and Board Diversity

FUJIFILM BI Hong Kong regards corporate governance as a fundamental aspect of our business environment. Our sole shareholder, the Fujifilm Group, appoints a Board of Directors that comprises corporate and local management representatives to ensure a diversity of perspectives, independence, and competencies. As our highest governance body, the Board is responsible for determining basic management policies and strategies, and other important matters relating to business execution, while supervising the implementation of business affairs.

For local business execution, there is a clear separation of powers within the Senior Management Committee. The Managing Director and six department heads, including five males and two females from different disciplines, meet every month to discuss and review the operations and develop future business plans. To further enhance our governance structure and facilitate the development of guidelines, policies and procedures, the Management Review Committee was established per the ISO 14001 Environmental Management System, ISO 22301 Business Continuity Management System, ISO/IEC 27001 Information Security Management System, ISO/IEC 27701 Privacy Information Management System, and FSC™ Chain of Custody Certification. The Committee regularly reviews the overall effectiveness of our management systems to ensure continuous performance improvement. Meanwhile, operational-level collaborations and committees have been established to ensure the successful implementation of various management systems. To ensure compliance, the Fujifilm Group also conducts various types of internal audits, including the annual business audit, the mid-year and annual J-SOX audits covering both entity-level control and financial statement closing process, annual cross-operations audit under a specific topic, and monthly expense audit. Locally, other than financial audits by an auditing firm, our internal audit team is responsible for initiating local internal control audits and managing ISO-related audits.

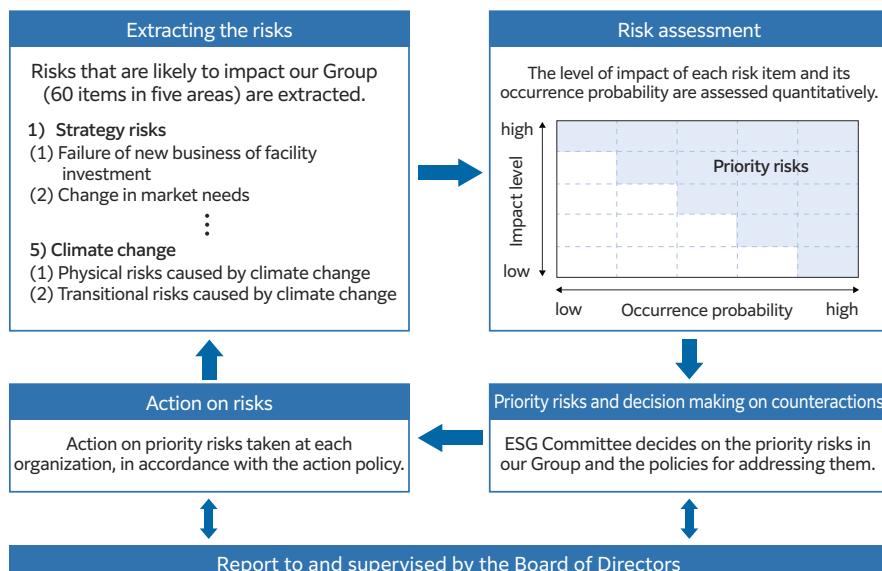


▲ The governance structure of FUJIFILM BI Hong Kong

Additionally, all new employees are required to read and understand the Fujifilm Group Charter for Corporate Behavior and Code of Conduct, namely respect for human rights, fair corporate activities, protection and preservation of corporate assets and information, and measures related to environmental issues, during job orientation. For all existing colleagues, we are required to attend various compliance training every year on topics including anti-bribery and corruption policy, competition ordinance, information security, and personal data protection. Should any fraud, misconduct, or concern arise, it can be reported via our whistle-blowing mechanism to reach our Managing Director directly, or even contact the corporate whistle-blowing hotline if issues cannot be resolved in the local workplace.

## ► Compliance and Risk Management

Leveraging the Fujifilm Decision-making Process for Priority Risks, we extracted a list of the grouped risks from the areas of strategy, financial and taxation, operation, natural disasters & infectious diseases, and climate change. Each risk has been evaluated quantitatively based on the level of impact multiplied by the occurrence probability. Identified priority risks will be reported to the regional office every year and updated on the progress of risks.



▲ Decision-making process for priority risks

Under the implementation of the ISO 22301 Business Continuity Management System, we have established a structural risk management framework managed by the Risk Management Representative and supported by the Risk Management Team. The team identifies risk with the description of risk and category, which is then evaluated through Business Risk Impact Analysis of the impact degree and occurrence probability of potential risks. It is followed by the Risk Assessment & Evaluation to specify the risks to be managed. A Risk Map consisting of potential risks of disruption is created. The team then confirms the appropriateness of the impact degree and occurrence probability and evaluates the priority of risks for the company. The Risk Management Master Plan is therefore created with measures and operational activities implemented to deal with risks important to the company.

Besides, we assess the company's information security risk and conduct Privacy Impact Analysis on company processes annually in our deployment of the ISO/IEC 27001 Information Security Management System and the ISO/IEC 27701 Privacy Information Management System. Under the leadership of our Information Security & Personal Data Officer, we have implemented 93 information security controls in organizational, physical, people, and technical areas. Especially in our Security Operations Center (SOC), we have applied the National Institute of Standards and Technology (NIST) developed cybersecurity standards, guidelines, best practices, and other resources for ensuring that our cybersecurity solutions are provided to our customers.

All employees receive annual training for both information security and ISO-related compliance training. Emergency procedures are prepared with an established reporting mechanism for incidents.

## ► Quality Control and Innovation

Adhering to the Fujifilm Quality Policy, we implemented a comprehensive machine pre-set process before the installation of our products and services. While the Fujifilm Group upholds its attention to products and services in a safe and responsible manner in its Charter for Corporate Behavior and works to improve product safety levels in compliance with the legal requirements of each country. At the same time, product safety management is implemented uniformly throughout the Group based on the Product Safety Regulations. Should an incident occur, systems are in place for close communication and swift action.

### Fujifilm Group Quality Policy

The Fujifilm Group operates its businesses based on this policy in order to provide the highest quality of products and services to customers.

1. We will seek to ensure customer's satisfaction and trust in response to the demands of society.
2. We will pursue the highest standard quality in the market by taking advantage of our leading-edge, proprietary technologies. We will also strive for the highest quality and safety.
3. We will thoroughly comply with laws and regulations regarding our products and services.
4. We will correctly and properly disclose information regarding the quality and safety of our products and services.
5. We will listen carefully to market opinions and commit to further sustainable quality improvement continuously.

Established in January 2010, Revised in April 2019

In the digital era, new technological innovations and cutting-edge advances that are required are not easily achieved with speed and impact solely through independent development by an organization itself. We require collaboration with a broad range of business partners. In FY2024, FUJIFILM BI Hong Kong forged new strategic partnerships to expand our solution ecosystem and regional reach. We announced a regional cybersecurity alliance with Network Box, enhancing our ability to deliver secure, enterprise-grade protection across both Mainland China and Hong Kong. This collaboration enables customers to benefit from advanced detection and response capabilities, leveraging both AI technology and around-the-clock support via our proprietary SOC. In parallel, our designation as a Class-A reseller for Winhong Information Technology in the Hong Kong and Macau markets marks another important milestone. Winhong's virtualization platform, CNware, serves thousands of large-scale enterprises across Asia, and we are now positioned to bring these hyper-converged cloud and virtualization solutions to a wider audience. We also signed a Memorandum of Understanding with wizlynx group, further strengthening our cybersecurity capabilities. This collaboration marks a significant milestone in our continued commitment to strengthening cybersecurity across Hong Kong's business landscape.

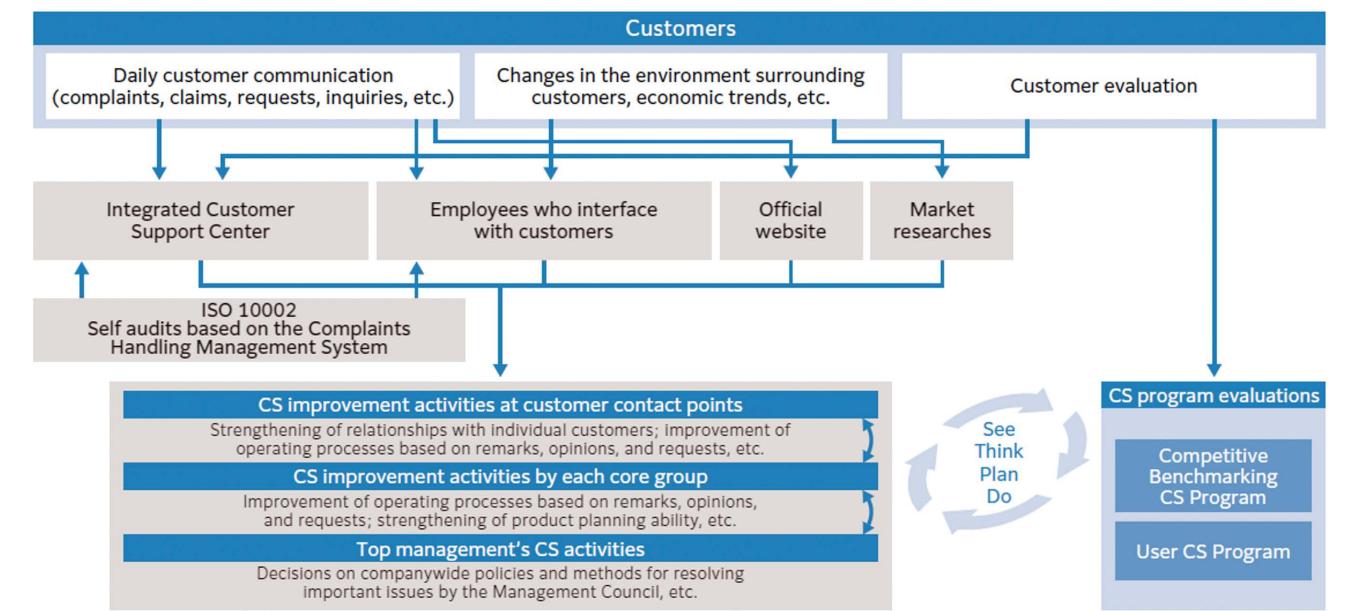


▲ 24x7 Managed Security Services delivered by SOC

Together, we will deliver expert services, including penetration testing, security assessments, and proactive defense strategies, to help organizations build resilience, protect operations, and innovate with confidence. These partnerships enable us to deliver more holistic offerings that combine print innovation, digital infrastructure, and cybersecurity under one roof, helping our customers navigate complex transformation needs with confidence.

To trigger reform in society and achieve major innovations that can contribute to resolving social issues, we are committed to and are actively promoting "Open Innovation" implemented through co-creation and collaborations founded on equal partnerships among equal business partners. On 8 July 2025, our showroom became the fifth FUJIFILM Business Open Innovation Center (FBOIC) in Asia Pacific. The center is inspired by the Open Innovation Paradigm of Professor Henry Chesbrough at UC Berkeley, which suggests that 75% of breakthrough ideas originate outside a single organization's walls. We strive to build a dynamic ecosystem to accelerate digital innovation through cross-industry collaboration, empower upstream and downstream stakeholders or partners in the ecosystem, co-create solution offerings to address market needs and drive DX initiatives. Unlike traditional showrooms that merely demonstrate finished products, this center operates as a "live lab".

## ► Customer Relationship Management



### ▲ Mechanisms for communicating with customers

Linked to the corporate customer listening processes, we establish our Voice of the Customer (VoC) management process. For VoC collection, customers can share with our front-line contacts, such as sales representatives, engineers, or any of our colleagues via direct contact, through our hotline, website, or social media platform. Led by a dedicated Customer Experience Team, they initiate various types of surveys to collect customer feedback proactively, drive corrective actions, and analyze all cases from various perspectives, such as by product, by team, and by type of problem, to identify root causes and commonality among cases for continuous improvement.

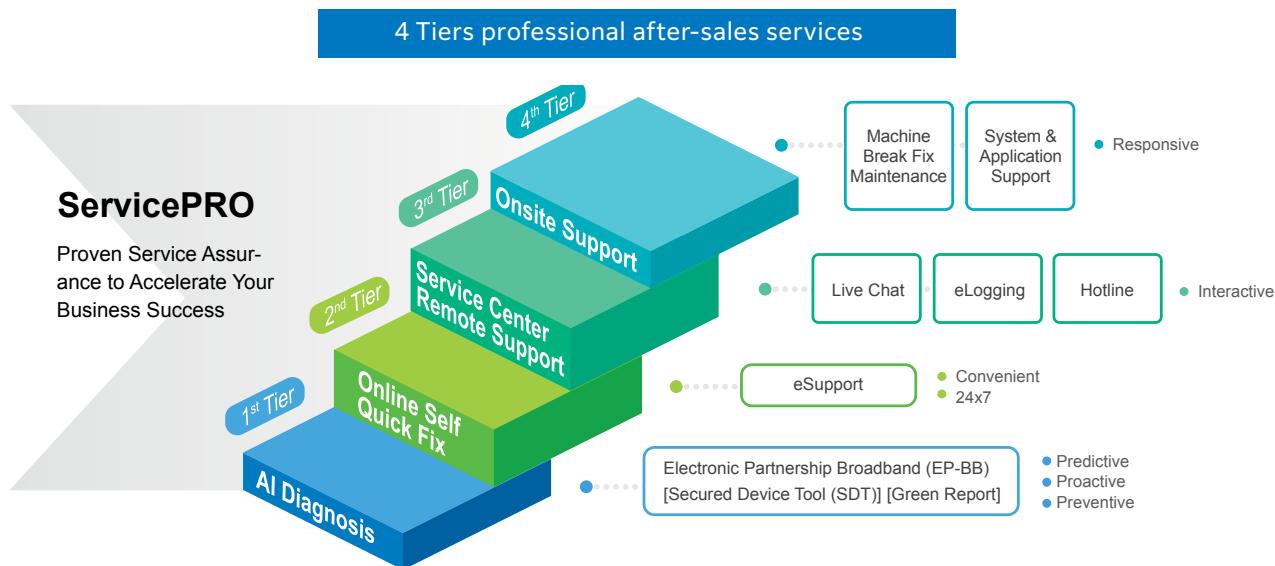
Customer success remains at the heart of our transformation strategy. FUJIFILM BI Hong Kong continued to work closely with long-term partners to enable business transformation through innovative, scalable, and practical solutions. For example, Assure Medical Limited, a subsidiary of Golik Group, benefited from our integrated solutions. Faced with the dual challenge of coordinating across departments and managing increasing cybersecurity risks, the medical imaging center adopted our digital infrastructure and subscription-based services. These allowed the company to secure sensitive patient data while maintaining a balanced and predictable operating budget. Their story highlights the relevance of our technology not only for business optimization but also for improving public services like healthcare. Through enabling the success of our customers, we demonstrate how our solutions are designed not just to sell technology, but to unlock measurable business value.

Besides, customer satisfaction (CS) drives our service excellence, exemplified by our four-tier ServicePRO after-sales services support.

1. AI Diagnosis: Electronic Partnership Broadband (EP-BB) with Remote Device Health Check program enables proactive control of machine usage and replenishment.
2. eSupport: 24x7 online self-help platform with a library of quick guides and multimedia resources for instant solutions.

3. Service Center Remote Support: Over 300 highly trained specialists at your service for remote diagnostics, immediate assistance, and timely solutions.

4. Onsite Support: Engineers with 20 years' average experience resolve any technical problems with a guaranteed 2-hour response time and 4-hour recovery time on average.



▲ **ServicePRO** - The comprehensive service package provides our customers with complete peace of mind, ensuring they receive professional services at all time.

At the pinnacle is our Total Satisfaction Guarantee (TSG), allowing free device replacement (an identical model or an alternative with comparable features and capabilities) for up to five years, backed by written agreements. In FY2024, we achieved 99.5% uptime, proving our commitment to reliability. By anticipating needs, we empower customers to focus on growth and business transformation with confidence.

## ► Supply Chain Management

We select suppliers and strategic business partners that we see value in supporting us in achieving our business objectives, and have gone through a comprehensive supplier management process per our Purchasing Guideline and ISO 20400 Sustainable Procurement Guidance. Irrespective of whether the vendor belongs to trade (goods for resale) or non-trade (good for own use), we manage our suppliers in all stages below.

### Selecting a Supplier

A Preferred Vendor List has been established for items that are regularly purchased. For third-party trade products and services suppliers, a competitive tender evaluation process are applied. There will be pre-selection of potential suppliers, initial supplier assessment, competitive tender process with evaluation criteria such as cost, technical specification, quality, service, environmental and sustainability impact, and information security.

### Making a Purchase

Regional procurement sets a "no purchase order equals no pay" policy. Once the need is identified with an approved budget, a purchase requisition will be raised and approved by the appropriate delegate before a Purchase Order (PO) is released.

**Receiving the Goods or Services** Upon receipt of goods or services ordered, the received items need to be verified against what was ordered as per the PO. The evidence of receipt of goods or services must be obtained prior to approving an invoice for payment.

**Payment** To ensure accurate payment to suppliers, payment approval is conducted via three matching methods: (1) PO that is processed on-time with supporting documents and approval, (2) Goods receipt completed with evidence of product or service delivered, or (3) Supplier invoice with an accurate amount equal to or less than the amount raised in the PO.

**Supplier Management** Ongoing review and assessment of supplier performance is in place to ensure that all suppliers engaged continue to transact and deliver services in line with their contractual obligations, and in a manner consistent with the values of honesty and integrity.

We further promote sustainable procurement activities per the Fujifilm Group's Sustainable Promotion Program that is run cyclically in the following four steps.



▲ Sustainable procurement activity cycle



# 6

# Environmental

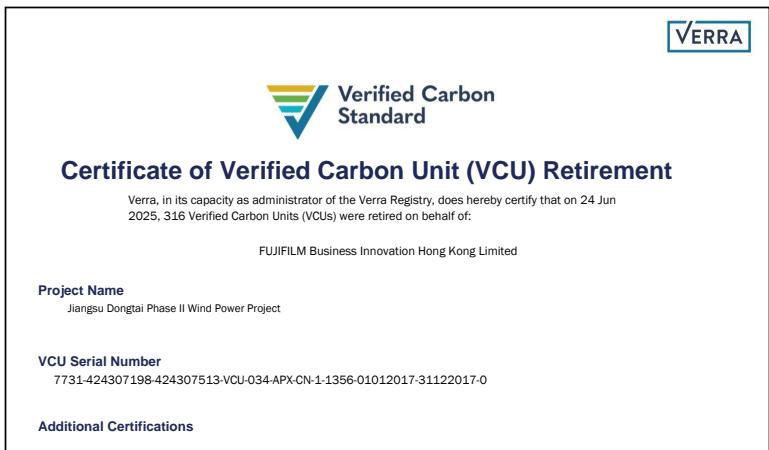
Striving to minimize our negative environmental impact, we address environmental issues to create a sustainable society, with a strong focus on combating climate change and promoting resource conservation.

## ► Activities Related to Climate Change Response

We align our disclosure practices with global trends and compliance requirements, including the recommendations of the TCFD. Recommendations related to “Governance”, “Strategy”, “Risk Management”, and “Metrics and Targets” under this framework have been applied to all business units of FUJIFILM BI Hong Kong.

Key Areas	Our Approach
<b>Governance</b>	<p>Members of the Risk Management Committee deliberate on the risks and opportunities presented by climate change and report to the top management team. Their climate-related responsibilities include:</p> <ul style="list-style-type: none"><li>• Developing a climate-related strategy</li><li>• Considering climate-related issues when developing business strategy and risk management policies</li><li>• Approval of climate-related disclosures</li></ul> <p>The General Manager, Internal Audit and Sustainability is responsible for overseeing our climate-related governance and coordinating our environmental initiatives. Plans and communications related to climate-related issues are reported regularly to the top management team and the regional persons-in-charge.</p>

Key Areas	Our Approach
<b>Strategy</b> <p>Risks and opportunities brought by climate change are identified over the short-term (0 to 5 years), medium-term (5 to 10 years), and long-term (10 years and beyond) horizons.</p> <p><b>Physical Risks:</b></p> <p>Our operations could be directly impacted by frequent short-term business disruptions caused by severe weather or natural disasters, such as flooding and typhoons, in locations where we operate. These events could undermine our ability to provide effective support services to customers, to control the operating costs, and to meet the revenue and market share targets.</p> <p>As our products, spare parts, and consumables are supplied by overseas manufacturing plants, our supply chain may be disrupted by severe weather events and other unexpected events.</p> <p><b>Transition Risks:</b></p> <p>Climate-related regulations and standards, either mandatory or voluntary, addressing energy use and greenhouse gas (GHG) emissions reduction, are expected to be tightened in the short-term. If we fail to comply with regulations on product energy efficiency, it will lead to an increase in operating costs.</p> <p>We enjoy unique competitive advantages with our document management expertise, innovative technologies, and service excellence. However, such advantages could be affected by climate-related customer behavioral changes, such as printing less and going paperless. The awareness of environmental protection and climate change has been on the rise globally, creating a higher demand for low or zero-carbon products. Consumers and other stakeholders also expect businesses to minimize their carbon footprint and to help their partners reduce adverse environmental impact throughout the product lifecycle. If we fail to recognize this expectation, our reputation could be undermined, leading to deteriorated brand value, and eventually the loss of sales and market share.</p> <p><b>Opportunities:</b></p> <p>Considering the tighter regulations and standards on energy efficiency and pollution management, the higher consumer awareness created an opportunity for the Fujifilm Group to launch the "Green Value Products", a certification program to certify its group-wide products and services, ensuring that they meet the stringent criteria on environmental consciousness. As a benchmark in the industry, this program allows us to showcase our sustainable offerings that adhere to rigorous standards from manufacturing to end-of-life disposal, as well as our leadership as an industry pioneer. It also helps us attract more environmentally conscious customers and subsequently increases our revenue.</p> <p>One of the most important components of our business strategy is to create value for our customers and other stakeholders by enhancing the sustainability benefits of our services through innovation. We provide more sustainable and energy-saving digital printing and document management solutions to improve our customers' environmental performance and mitigate climate change. Also, more efficient and effective business processes have helped us achieve the emissions-reduction targets internally and along the supply chain. Consequently, these actions can cut down on electricity consumption and costs.</p> <p>One of our long-term strategies is to create shared value for our customers and other stakeholders through our MFPs and services. As such, we capture strategic growth opportunities through innovations that simplify, automate, and optimize business processes using cloud and AI technology.</p> <p><b>Climate Scenario Planning:</b></p> <p>Led by the Fujifilm Group, this scenario analysis assesses the potential long-term business implications of direct and indirect transition and physical climate-related risks and opportunities. This active response to anticipated risks and opportunities has been integrated into our business strategy and enterprise risk management processes to ensure our business resilience. The analysis also covers our key locations and operations, focusing on a range of potential climate-related and long-term physical risks and transition risks.</p> <p>Since Hong Kong and Macau are more vulnerable to flooding caused by typhoons and heavy rain, our service delivery and support may be disrupted. Therefore, the analysis assessed our asset-level risk exposure to flooding and extreme weather. Resilience measures, such as a contingency supply chain plan managed under the ISO 22301 Business Continuity Management System, were implemented accordingly.</p>	

Key Areas	Our Approach														
<b>Risk Management</b>	<p>Our risk management framework establishes long-term targets in compliance with the Group's SVP 2030 to address various climate-related risks.</p> <p>Under the ISO 14001 Environmental Management System, we assess the impact of our business activities from two perspectives: "compliance with laws and regulations" and "impact on the environment". In addition, we manage our supply chain and actively integrate sustainability into the procurement process, guided by the ISO 20400 Sustainable Procurement Guidance. The adoption of various ISO management systems enables us to manage our day-to-day climate-related risks effectively.</p>														
<b>Metrics and Targets</b>	<p>Committed to the Science Based Targets Initiative, the Fujifilm Group aims to reduce its CO<sub>2</sub> emissions by 50% (compared to FY2019 levels) across the entire product lifecycle by FY2030. In addition, adhering to the RE100 initiative, the Group strives to convert 100% of its purchased electric power to renewable energy to achieve zero CO<sub>2</sub> emissions by FY2040.</p> <p>In line with the corporate direction, FUJIFILM BI Hong Kong has been adopting and advocating various sustainability initiatives to address environmental issues. During this year, we have recorded a CO<sub>2</sub> emissions by 46.3% in FY2024 and 61.8% if compared with FY2019. This can largely be attributed to improved energy efficiency in the new office, and the difference in grid emission factors. The reduction reaffirmed our commitment to carbon neutrality by purchasing 316 verified carbon units* (scope 1 and 2) from the Jiangsu Dongtai Phase II Wind Power Project.</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>CO<sub>2</sub> Emissions (Tonnes CO<sub>2</sub>-e)</th> </tr> </thead> <tbody> <tr> <td>FY2019</td> <td>827.4</td> </tr> <tr> <td>FY2020</td> <td>714.3</td> </tr> <tr> <td>FY2021</td> <td>635.2</td> </tr> <tr> <td>FY2022</td> <td>625.7</td> </tr> <tr> <td>FY2023</td> <td>588.7</td> </tr> <tr> <td>FY2024</td> <td>316</td> </tr> </tbody> </table> <p>▲ FUJIFILM BI Hong Kong CO<sub>2</sub> Emissions (Tonnes CO<sub>2</sub>-e)</p>  <p>▲ FY2024 Certificate of Verified Carbon Unit Retirement</p>	Year	CO <sub>2</sub> Emissions (Tonnes CO <sub>2</sub> -e)	FY2019	827.4	FY2020	714.3	FY2021	635.2	FY2022	625.7	FY2023	588.7	FY2024	316
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\* According to the Corporate Value Chain Standard of the GHG Protocol, we, as a subsidiary of the Fujifilm Group, are not expected to account for scope 3 emissions on our own. Since the majority of scope 3 emissions from the perspective of a subsidiary come from the Fujifilm Group's plants and are reported as scope 1 or 2 emissions in the Fujifilm Group's report, accounting for the scope 3 emissions from the subsidiary will misrepresent such company's CO<sub>2</sub> emissions, and be inconsistent with the figures reported by the Group.

## ► Initiatives to Address Prioritized Environmental Issues

We adopted the Environmental Management System in 2003, obtained the FSC™ Chain of Custody certification for our paper business in 2007, and became the first company in Hong Kong to receive the ISO 14001:2015 certification in 2015. Supported by a series of interrelated processes, these systems have delivered consistent and predictable results effectively and efficiently as a coherent system. Besides, we manage our supply chain by adhering to the sustainable procurement principle. We were verified against the ISO 20400 Sustainable Procurement Guidance in 2017, underlining our commitment to fostering strong supplier relationships that would create long-term, sustainable value.

Our office in The Millennity, Kwun Tong, features smart lighting using LEDs, lighting control by zones, and daylight sensors and lighting panels to be switched off when daylight reaches a certain level. In addition, our Open Innovation Center is equipped with a dimming control that can automatically adjust the lumen output or change the brightness of the light source. Other energy-efficient measures, such as grade one energy-efficient electrical appliances and an external Information and Communications Technology data center, that we adopted were well integrated into our strategic planning process, procurement, and operations.

In FY2024, we revamped our Visible Green Initiatives to purchase additional carbon offsets from the previous of no less than 50 kg to the later of no less than 100 kg for every survey response we received. Yet, we need more insights to determine the actions required to lower our CO<sub>2</sub> emissions further. Using the PrintReleaf Reforestation Service, the world's first platform that automatically converts paper footprints into actual trees, FUJIFILM BI Hong Kong grew 97 trees for the 808,446 sheets of paper used in FY2024 alone. Together with our customers, we grew 2,684 trees to offset the production and use of over 22 million pages, furthering our ongoing efforts to reduce our environmental footprint with our stakeholders.

Besides, to fulfill our responsibilities to promote environmentally conscious products to our customers and stakeholders, the Fujifilm Group introduced the "Green Value Products" certification program in compliance with ISO 14021 Environmental Labels and Declarations in FY2018 to certify its products and services across all business segments, ensuring that they will meet the specific criteria for environmental consciousness. The environmental value of each product will be evaluated through an environmentally conscious design assessment. Based on their total scores, the selected products will be further reviewed and approved by the Group Certification Council and finally certified as Fujifilm Group's "Green Value Products", which fall into one of the three categories below.



FUJIFILM group  
Green Value Products

Level	Certification Criteria
<b>Diamond</b>	Products and services that use their respective industries' innovative technologies to substantially contribute to reducing environmental impact
<b>Gold</b>	Products and services that reduce environmental impact at their respective industries' highest level
<b>Silver</b>	Products and services that reduce environmental impact at a higher level than their respective industries' standard

In FY2024, the “Gold” products, including Apeos C2061, Apeos C3567 / C3067 / C2567, ApeosPort-VI C5571 R / C3371 R, Revoria Press EC2100S, Revoria Press SC285S / SC285 and Revoria Press E1136 / E1125 / E1110 / E1100 were launched in Hong Kong, together with a “Silver” product Apeos C7071 / C6571 / C5571 / C4571. Additionally, we continued to promote the remanufactured “Gold” products (ApeosPort-VI C5571 R / C3371 R) to customers and other stakeholders since their launch onto the market in Hong Kong in October 2023. The products can minimize environmental impact with an 84% parts reuse rate and reduce CO<sub>2</sub> emissions by 56% as compared to newly manufactured printers.

In addition, we introduced a fully recyclable printer paper packaging solution across our Excellence and Everyday product series. This initiative includes:

- Fiber-based paper straps: Replacing traditional plastic straps, these are made primarily from recycled pulp and rigorously tested for strength, capable of supporting up to 40 kg.
- Plastic-free carton and wrapping: Our packaging is now fully biodegradable and compliant with industrial composting standards, significantly reducing landfill waste and making recycling simpler and more efficient.

These innovations reflect our group-wide commitment to reducing environmental impact across the product lifecycle. By eliminating plastics and unnecessary adhesive treatments, we are also minimizing carbon footprints associated with packaging production. As Hong Kong continues to tighten its environmental regulations, we are pleased to offer forward-thinking solutions that enable our customers to meet their own sustainability goals.



▲ Paper packaging with fewer carbon footprints

## ► Enhancing Environmental Practices and Awareness

To strengthen the awareness of environmental conservation and turn it into action for a healthier planet for our future generation, we provide ISO compliance training to all new joiners and annual refresh training to all existing colleagues. Starting in the first quarter of FY2024, the Fujifilm Group provides annual environmental education for all employees to acquire basic environmental knowledge and raise awareness of environmental issues. The education program is provided continuously through the e-learning system to encourage understanding and implementation of the Fujifilm Group Green Policy and SVP 2030.

Besides, we supported the World Green Organisation's "Office Paper Saving Day" in April 2024 to minimize paper cups and promote reusable glasses. We achieved this goal by replacing paper cups with glasses gradually in the following months. On World Water Day (22 March 2025), we signed the pledge of the "Earth Hour 2025" campaign organized by the World Wide Fund for Nature (WWF). Themed "Giving our earth more smiles" in FY2025, we promoted green practices that relate to SDGs on Earth Day (22 April 2025), World Environment Day (5 June 2025) and World Nature Conservation Day (28 July 2025) to colleagues for them to make small changes in our daily lives by reconsidering the way we look at food, fitness and wellness, outdoor activities, creativity, entertainment, and sustainability to create a sustainable society for our future generation.

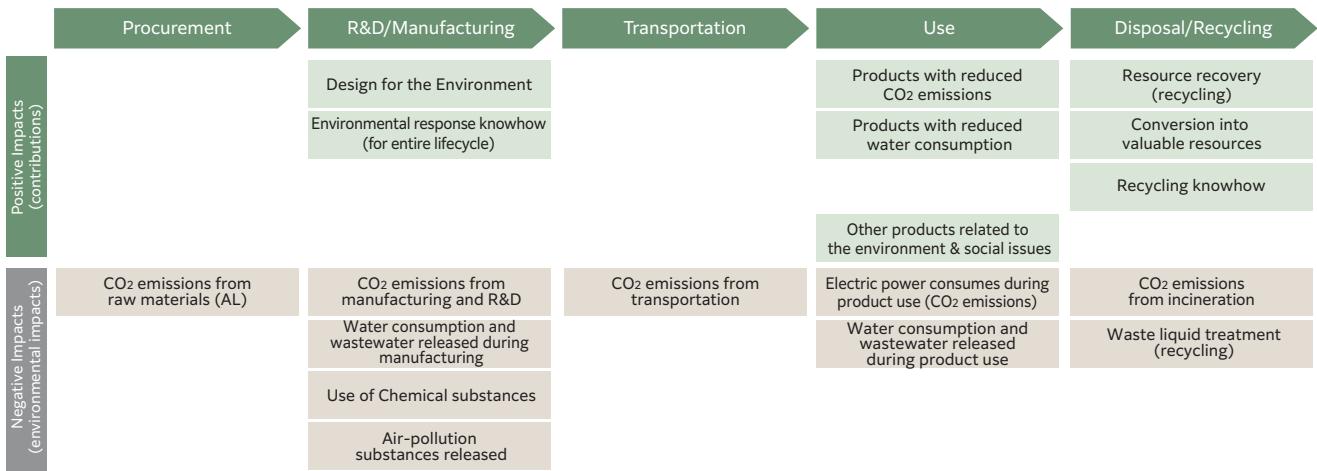
We pledged to support "Give an Hour for Earth" ➤



While managing energy efficiency in our workplace, we encourage our colleagues to adopt a green lifestyle by saving energy and water, and to practice the 3R principle (reduce, reuse, and recycle). We constantly deliver environmental messages internally through different channels, including Townhall Meetings, Sustainability News, and emails. More importantly, we organized environmental conservation-related community engagement activities for colleagues to work together in addressing issues related to climate change and contribute to the achievement of a zero-carbon future. On 24 May 2025, another 80 tree seedlings were planted in the 0.25-hectare planting area in Sai Kung, followed by the first plantation made on 22 June 2024 in our 5-year tree plantation and conservation program. We also took part in The Amity Foundation's "Walk for Living Water" campaign on 18 May 2024 and 17 May 2025. Through carrying heavy water buckets and finishing the 3-kilometer walk along the Shing Mun River, our volunteers experienced the daily struggles of collecting water in impoverished regions.

## ► Managing a Green Supply Chain

Adhering to its corporate direction, FUJIFILM BI Hong Kong embraces the environmental challenges along its value chain and fully leverages its strong business model to create value for customers and other stakeholders.



\*Study of priority issues based on the SDG Compass from the viewpoints of both the negative impact of our business processes and the positive impact of our contribution to resolving social issues through our business activities.

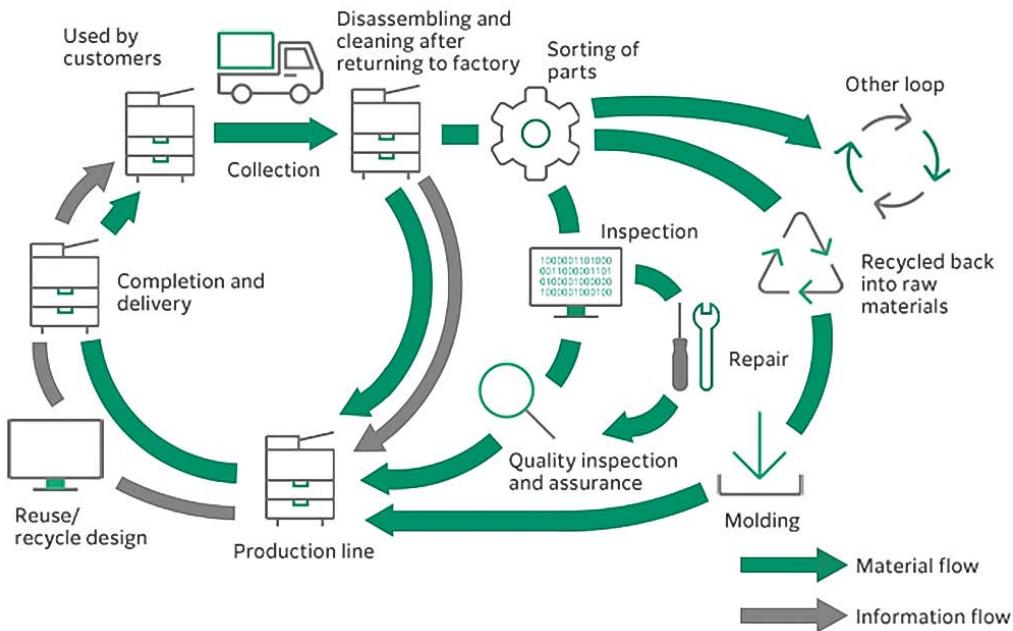
### ▲ Impact on Business Process across the Value Chain (Ex. Environment)

We endeavor to reduce our CO<sub>2</sub> emissions across the entire product lifecycle by promoting the wider use of our low-carbon products, solutions, and services. We have been developing green technologies since 1995 to recycle used products and transform them into new products in our factory in Japan, maximizing the utilization of reusable parts. For example, compared to a newly built ApeosPort-VI C5571, the remanufactured model reduces CO<sub>2</sub> emissions by up to 56% throughout its entire lifecycle.

Waste Electrical and Electronic Equipment (WEEE) is one of the major environmental challenges worldwide. Striving to promote resource circulation toward zero waste, FUJIFILM BI started its resource circulation system in 1995. The system covers the entire product life cycle from product planning, development, manufacturing stages, to disposal. We have been reusing the best suitable parts utilized from the machines we collected from customers with our unique technology to promote resource circulation. We will keep expanding and improving the reuse of MFPs, toner cartridges, spare parts, and more, as well as the use of recycled materials such as recycled plastic and recycled steel.

Besides, we attach high importance to sustainability in our procurement process and supplier engagement. We actively engage suppliers who share the same sustainable procurement philosophy as us and encourage them to actively minimize their environmental impact. Stringent measures are also in place to manage the environmental performance throughout the product lifecycle, including the initial procurement, manufacturing, usage, and end-of-life disposal. The risk levels of suppliers are also assessed and reviewed by the procurement team regularly.

## ► Advocating Circular Economy



▲ FUJIFILM BI Resource Circulation System

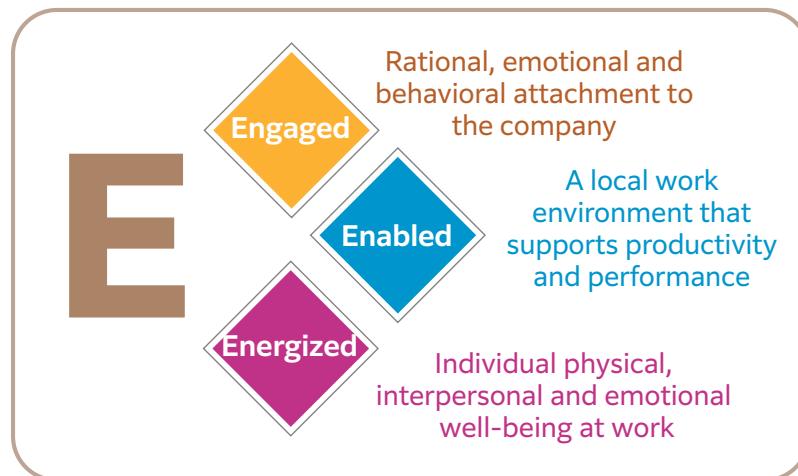
We started our product stewardship program in Hong Kong in 2024. Initially, we collected used MFPs and sorted them into 15 categories locally before shipping them together with other spare parts and consumables to our group's remanufacturing factory in Thailand. While the material recycling rate of this cross-border integrated recycling system had reached over 99% for some years in the 2010s, the factory was closed in 2018 when stringent WEEE regulations were enforced by the Thai Government. Since then, regulated used printers, monitors, and scanners have been sent to the designated recycler appointed by the Environmental Protection Department for recycling, whereas unregulated used MFPs, consumables, including waste toner cartridges, and spare parts have been transferred to our licensed recycler selected by our onsite auditors appointed by the Group according to a rigorous assessment process.



Being a distinguished DX leader, HEE is a source of value and will help us achieve the Fujifilm's Purpose – *Giving our world more smiles*.

## ► Employee Engagement

At FUJIFILM BI Hong Kong, our employees are integral to developing innovative solutions that enhance business efficiency and contribute to a sustainable society. We endeavor to provide our employees with a safe and comfortable work environment where they can pursue personal growth, unleash their full potential, and deliver value to society. In FY2024, our focus remains on engaging our colleagues within the framework of "Engaged, Enabled and Energized".



## • Engaged

Effective communication fosters trust, clarity, and a sense of belonging that aligns employees with our company goals and encourages two-way communication via various means like company and departmental kick-offs, managers' workshops, and skip level 1:1 (in which staff can engage the higher ups directly for open communications), making them feel valued and heard. The company has conducted an anonymous Employee Engagement Survey annually to understand employee morale, job fulfillment, workplace culture, and benefits. In FY2024, we saw the survey result was a benchmark against the Hong Kong norm by +7% and the Fujifilm Group by +13%. Yet, we strive to come up with various employee engagement initiatives to continue improving our employee engagement.

In the first year in our head office at The Millennity, Kwun Tong, a new smart workstyle was adopted to allow colleagues to choose their working area in a formal adjustable or non-adjustable desk with one or dual monitor settings, soundproof office cubicles or booths, casual high-chair window-side working area, big table setting discussion area, or comfortable tables at the relaxing work café. At one of these locations, an engagement wall features a collection of photos and memories that symbolize the unity of "One Team One FUJIFILM". To enhance the festive vibe during Christmas and Halloween, we transformed the work café into a seasonal wonderland pulling everyone to enjoy the joyful atmosphere. On 16 January 2025, we further transformed it into a Chinese New Year Bazaar, allowing our colleagues to shop for various festive foods at exclusive discounts during office hours.



▲ Festive decoration creates moments of joy and bonding

FY2024 marks our 60<sup>th</sup> anniversary. We started to give a per-person quarterly sponsorship for each department to organize their team bonding activities, aiming to elevate team engagement and create a joyful working environment. On 11 May 2024, we organized an Open Day for our colleagues and their family members to explore our new office and delve into the fun-filled games. On 16 July 2024, we hosted an anniversary celebration party with our colleagues for roast pig and cake cutting, sake tasting and food enjoyment. We also offered colleagues working at our head office a \$60 drink and snack credit to be used at the vending machine, and a \$60 drink coupon for off-site colleagues.



▲ Happy faces in front of the delicious Poon Choi

On 11 January 2025, we hosted an Annual Gala Party at Kam Tin Country Club, Yuen Long, where almost 400 employees, their families, and their furry companions came together for a memorable Poon Choi Feast. The excitement reached its peak with an exhilarating lucky draw that captivated everyone engaged and added a touch of warmth to the atmosphere despite the chilly weather. A special highlight was the performance by a talented football freestyler, whose skills brought an extra element of fun and excitement to the party. Laughter and smiles filled the air, creating fantastic moments that were enjoyed by all as a big family.



▲ Annual Gala Party on 11 January 2025

Since highly engaged employees are emotionally connected and committed to their work, resulting in enhanced performance, it is essential to foster a sense of belonging, establish a feeling of prestige, and encourage a sense of achievement through company appreciation and recognition. On top of our annual sales awards, staff of the year, and manager of the year, we innovated in developing 30 awards covering different disciplines and framed them into the BRIGHT recognition program in FY2024. We celebrated the joy and success in our first Annual Awards Presentation at the Grand Ocean Cinema on 9 May 2025. Featuring an Oscars-themed décor, over 400 employees came together to celebrate the exceptional performance of our outstanding team members across all departments.



**FUJIFILM**  
Value from Innovation

## FY2024 Recognition Program **BRIGHT Awards**

**B** Business Impact and Value

- Strategic Deal Maker
- Marketing Masterpiece
- Project Management Maestro
- Business Solution Excellence Specialist
- Service Delivery Excellence

**R** Relationship and Customer Excellence

- Internal CHX Champion
- External CHX Champion
- Exceptional Customer Engineering Expert
- Customer Loyalty Builder
- Champion of the Customer Site Satisfaction

**I** Innovation and Digital Transformation

- Innovative DX Projects
- Digital Innovation Trailblazer
- Digital Pioneer
- Analytic Champion
- Innovative Content Creator

**G** Growth and Expertise

- Continuous Learning Champion
- Subject Matter Expert Trainer
- Public Speaking Virtuoso
- Compliance Excellence
- Champion of the Productive Customer Service Engineer

**H** High-Spirits and Engagement

- Smile Ambassador
- Employee Engagement Ambassador
- Event Maestro
- Most Valuable Sports Player
- FUJIFILM Employee Engagement Survey Achievement

**T** Teamwork and Collaboration

- Synergy Team
- Project Implementation Excellence
- Cross-Functional Collaboration Champion
- Champion Sports Team
- STPD Project Excellence

▲ 30 awards of the BRIGHT Recognition Program



▲ Annual Awards Presentation on 9 May 2025

Besides, we can enjoy an exclusive offer of Fujifilm products, including Astalift beauty items, and Fujifilm cameras and films as being part of the Fujifilm family, as well as other special employee discounts from our suppliers. In line with the Fujifilm Group's Purpose, we start by creating smiles in our workforce for a joyful working environment. Each employee is entitled to a FUJIFILM Instax mini printer to capture and cherish moments of joy during the "Thanks Smile Shot" campaign. To inspire creativity and team spirit, a photo competition was launched, inviting our colleagues to share their smiling photos.

**A NEW Fujifilm Group Practice**  
**Thanks Smile Shot**  
 Giving our world more smiles



We further distributed a self-designed red packet set to our customers and colleagues in the Year of the Snake. One of the packets featured goldfishes which symbolize abundance and prosperity, extending heartfelt wishes and good luck to them in the year ahead.

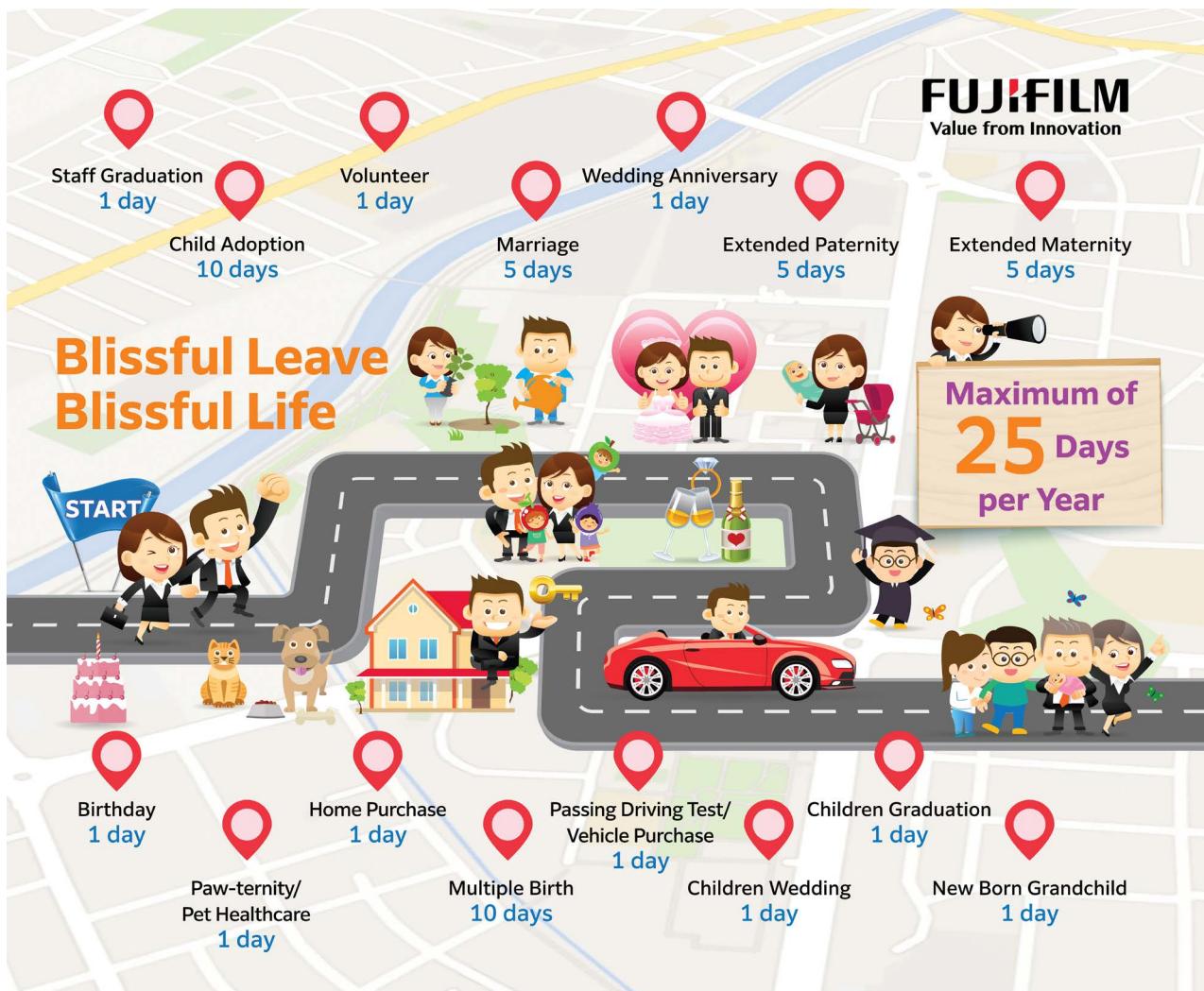


▲ Special red packet set featuring goldfishes

- **Enabled**

We are committed to creating a local work environment that supports productivity and performance. As per the Fujifilm Group's Code of Conduct, "respect and promotion of diversity" and "prohibition of discrimination" are the essential basis for us to become a robust organization that can contribute to a prosperous society by creating new values through respecting, accepting, and being inspired by each employee's personality and individuality. With the full commitment to providing equal opportunities in hiring, promotion and advancement, compensation, benefits, and training regardless of nationality, age, gender, sexual orientation or gender identity, race, ethnicity, religion, political creed, ideology, national or social origin, disability, etc.

In line with this commitment, we establish and operate the company systems and rules. We demonstrated our commitment to embracing Diversity, Equity & Inclusion (DE&I) in our workplace by signing the Racial Diversity and Inclusion Charter for Employers of Equal Opportunities Commission on 29 May 2024. In order to accommodate flexible work during the period of life events, we pioneered to start the "Blissful Leave" in 2018. Our colleagues can enjoy an additional 25 days per year to cherish and celebrate precious life moments with their loved ones, such as wedding anniversary, children's graduation, passing driving test/vehicle purchase, home purchase, child adoption, extended maternity, and extended paternity. In July 2025, the company launched Workiversary as an additional paid day-off given to employees in celebration of their work anniversary.



With the concept of "occupational health and safety" (OHS) being the basis of all business activities, FUJIFILM BI Hong Kong embeds OHS commitments in our Sustainability Policy and leverages the implementation of the ISO 22301 Business Continuity Management System to identify safety and health hazards, evaluate the risks and implement initiatives to reduce potential risks. The annual training information includes proper ways to use computer and mouse, manual handling, and work at height for accident prevention. Besides, OHS tips are shared regularly and encourage our colleagues to participate in various OHS activities. We rolled out the "10,000 Steps A Day" walking challenge as proposed by the Department of Health to encourage healthier lifestyles and added rewards to the team challenge to build team spirit and establish a healthy habit.

- **Energized**

We recognize the importance of a cohesive team spirit in driving our success. The high-bonding sports such as football, basketball, and dragon boat have been the core sports activities over the decades. Sports team leaders are given a high level of flexibility in overall arrangement, from brainstorming to implementation of activities which provide good opportunities for them to unleash their leadership potential. In the second half of FY2024, we introduced bowling and golf to accommodate different needs and interests. Throughout a series of training sessions and friendly matches, different team members come together to celebrate collective achievements, take pride in accomplishments outside their job scope as well as strengthen the trust and harmony within the team.



▲ The sports teams participated in different internal and external matches

To promote work-life balance, we continued the work-from-home practice of working remotely up to 3 days per week. In October every year, we joined the "Asia Employee Wellbeing Week" yet to extend it to a month-long event by sponsoring sports and cultural activities such as movies, concerts, art tours and dramas to advocate a healthier and happier work life.

We also arrange nutritious fruits rich in vitamins, fiber and antioxidants on the monthly Joyful Fruit Day to foster long-term healthy dietary choices for a strong body. On 4 October 2024, we organized a Ba Duan Jin workshop for our employees, providing an opportunity to learn how to do exercise that can help reduce the risk of occupational injuries through regular practicing as well as experience the joy of exercise. On 11 February 2025, we held a Wellness Day to promote "Health is Wealth" by inviting various medical specialists to conduct health talks and individual health checks. The event provided valuable knowledge about health and wellness, promoted preventive care, encouraged a proactive approach to health and fostered a culture of well-being and self-care in the workplace.



▲ Oranges were distributed during Joyful Fruit Day



▲ The participants learnt Step 2: Drawing a Bow to Shoot a Hawk during the Ba Duan Jin Workshop on 4 October 2024

With this HEE framework, we witnessed a fruitful year with impressive progress in employee engagement. Our initiatives succeeded in creating an atmosphere where employees were excited to give their best and felt supported in their personal and professional growth. We will remain dedicated to expanding our engagement practices to ensure that our company will be a place for its team to thrive.

## ► Learning and Development

As we pursue a sustainable future, our focus is not only on developing DX and enhancing productivity, but also on nurturing a work environment where every initiative aligns with the Group's Purpose. With our extensive experience, we have engaged 826 participants in local courses. This year, we are proud to highlight three key initiatives: Manager Workshop, Leadership Acceleration Program (LEAP) & Next Level Achievement Program (NLAP), and the DX Kill Forms Projects.

### • Manager Workshop: Aligning With Our Purpose, Strategy, and Shared Values

The cornerstone of our sustainability journey is our ongoing investment in people. In the Manager Workshop, our 99 managers come together to enhance and strengthen the bonds within the workplace, providing opportunities for learning and development. We have three episodes that cover a wide range of topics, not only delivering the Group's Purpose, but also aligning with our company strategies and shared values of the DX topic, business, and leadership skills.

Through a series of interactive sessions, managers discussed and explored several key business topics, including the application of technologies with AI, talent management philosophy, and DE&I to foster an inclusive workplace culture for driving sustainable development, reinforcing our shared spirit of "One Team One FUJIFILM". Essentially, the workshop transformed the way our leaders view their roles, moving beyond routine management toward fostering an environment of inspiration and continuous growth.



▲ Manager Workshop: Dialogue in the Dark Exhibition

#### • LEAP & NLAP Programs: Shaping the Next Generation of Leaders

Building on the success of our Manager Workshop, the LEAP & NLAP programs stand as our flagship initiatives for cultivating high-potential talents into future leaders. The programs reflect our core belief that leadership extends beyond task management – it is about inspiring positive attitudes and fostering a healthy, productive workstyle. By embedding our shared values into the training, we equip emerging leaders with a mindset rooted in empathy, innovation, and impact. Our vision is clear: to create a future where corporate sustainability is driven by progressive leadership, DX, and a work culture that makes a meaningful difference in people's lives. As we continue to invest in these areas, each initiative strengthens the other, forming a dynamic framework for success that is both socially responsible. This is the essence of our sustainability strategy.



▲ Workshop on Relationship Intelligence



▲ Team Building Baking

## • DX Projects: Automating Success and Empowering Citizen Development

The program encourages learners to adopt an agile project management approach, enabling the development of DX projects through frequent reviews and updates. In FY2024, we completed eight projects, collectively enhanced productivity by 22 hours per month, generated HKD 40,553 in cost savings, and approved 6,713 requests on Power Platform for building the paperless office. Each of these DX projects transforms traditional, paper-heavy processes into agile, automated workflows. This shift not only reduces errors and processing time but also aligns with our commitment to environmental sustainability by minimizing reliance on physical documentation. More than just an efficiency boost, these projects serve as a showcase for citizen development, allowing employees at all levels to engage with digital tools and innovative methodologies, and hence further democratizing technology within our organization. In practice, these automated workflows form the backbone of our evolving operational paradigm. They illustrate how automation seamlessly integrates with sustainability goals to optimize resource allocation, enhance strategic decision-making, and improve overall service delivery. This transformation has proven invaluable, paving the way for ideas that empower employees to become innovators. The citizen development model ensures our workforce remains actively engaged and equipped with the skills needed to thrive in an ever-changing digital landscape.



### ▲ DX Training Framework

The strides we have made this year set the stage for a future that delights both our employees and customers. The Manager Workshop has laid the foundation for a leadership culture rooted in shared values and continuous learning. The LEAP & NLAP programs are nurturing tomorrow's leaders who are ready to champion sustainable change, while the eight DX projects validate our commitment to operational excellence and citizen development. Together, these initiatives not only enhance productivity but also cultivate an environment where every action contributes to a brighter, more sustainable world.

## ► Community Engagement

The Group's Purpose guides every step of our sustainability journey. We remain committed to creating value that uplifts communities, protects the environment, and fosters innovation. We strive to reduce our environmental footprint by integrating sustainable practices into our operations, our processes, and our solutions.

As an enterprise deeply committed to sustainable development, we strongly believe environmental protection starts from the roots - from energy conservation and carbon reduction to global forest preservation. Starting in FY2024, FUJIFILM BI Hong Kong collaborated with the Environmental Association to launch a 5-year tree plantation and conservation program, in support of the Country Parks Plantation Enrichment Program by the Agriculture, Fisheries, and Conservation Department, aiming to help reduce carbon emissions, enhance biodiversity in the country parks and increase the ecological value of vegetation. In the 0.25-hectare planting area, we grew 80 native trees at Pak Tam Au, Sai Kung on 22 June 2024 and revisited the site for post-planting maintenance on 16 November 2024 to enhance plant health and mitigate potential pest issues. In our second year, we planted another 80 seedlings on 24 May 2025 and will proceed to the post-planting maintenance in November 2025.



▲ Mr. Alan Chan, Managing Director of FUJIFILM BI Hong Kong (1st left, back row), participated in the first year of the tree plantation and conservation program on 22 June 2024.



▲ Our colleague enjoyed removing the weeds during the post-planting maintenance activities on 16 November 2024.



▲ Planting Tools

Being one of the sponsors for Nature Walk & Treasure Hunt 2024, we participated in the nature walk, treasure hunt and nature bazaar at Kadoorie Farm & Botanic Garden on 7-8 December 2024. The activity featured a variety of activities, including 4km/8km nature walks in the forests, a treasure hunt, a nature bazaar across the hillside grounds of Kadoorie Farm and Botanic Garden, as well as animal and plant workshops to let the participants explore local ecology while supporting wildlife conservation and environmental education programs.



▲ Yeh, we completed the nature walk at the Nature Walk & Treasure Hunt 2024

Being a key natural resource, freshwater is experiencing a significant decline caused by combined factors such as climate change, unrestrained groundwater use, and extreme droughts. On 18 May 2024 and 17 May 2025, our colleagues and family members took part physically in The Amity Foundation's "Walk for Living Water" event. The campaign responds to UN World Water Day's call for public awareness of and tangible action on the global water crisis and aims to promote education on water conservation and environmental protection. The funds raised through this event will be used to build drinking water and sanitation facilities in under-developed areas. By carrying buckets along the Shing Mun River, Shatin, on the 3-kilometer walk, the participants experienced the daily struggles of water collection in impoverished regions and hence reminded them to treasure the water resource.



▲ We support Amity Foundation for Walk for Living Water since 2017

FUJIFILM BI Hong Kong volunteer team also took part in another eco-conservation event on 22 February 2025 to clean up the woodland area near to Sam Mu Tsai Beach. Due to safety concerns caused by spring tides, the clean-up operation shifted from the beach to an adjacent woodland area covered with rubbish. Through collaborative efforts, we successfully removed 11 sacks of waste totaling 30.85 kg within three hours. The collected debris included waste from shopping bags, beverage bottles, glass containers, etc. Every bag of trash we collected was a step toward protecting the ecosystem and toward preserving the natural beauty of the surroundings.



▲ Our volunteers took part in the clean-up activity in the hiking trail at Sam Mu Tsai

For a sustainable future, it is essential to raise the next generation's awareness of the importance of environmental conservation. On 13 July 2024, the guided tour of O-PARK1, the first organic resources recovery center, located at Siu Ho Wan in North Lantau adopted anaerobic digestion technology to convert food waste into biogas (a source of renewable energy similar to natural gas) for electricity generation, whilst the residues from the process can be produced as compost for landscaping and agriculture use. On 14 December 2024, we visited a WEEE · PARK which is a WEEE treatment and recycling facility located on a 3-hectare site in EcoPark, Tuen Mun. This visit has deepened our understanding of the harmful materials in e-waste and their significant impact on both human health and the environment. By learning more about the recycling processes and the importance of proper disposal, we can be more responsible for managing our e-waste together.



▲ Happy faces after watching lively cartoons at the O-CLUB dome theatre of the O-PARK1 Visitor Centre on 13 July 2024



▲ Guided tour to WEEE · PARK on 14 December 2024

Other than growing the next generation of our colleagues by visiting eco-related facilities, we collaborated with the Consulate General of Japan in Hong Kong during the Japan Autumn Festival, to arrange a green tour to our office. On 18 November 2024, 17 students and their teacher from SWCS Chan Pak Sha School visited us to experience our innovative technologies and learn about the sustainable smart workstyle. On 8 April and 16 April 2025, we organized another two green tours for a total of 50 students and teachers from Helen Liang Memorial Secondary School (Shatin) and Shek Lei Catholic Secondary School respectively. Through engaging talks and interactive sessions, they gained valuable insights about our sustainability journey, future career opportunities in our industry and knowledge of how to contribute to a more sustainable future.



▲ Green tour to SWCS Chan Pak Sha School with our souvenir - nicely designed folders

While environmental conservation and future generations remain our focus, we commit to delivering more employee-engaged CSR activities. In early FY2025, we collected feedback and insights from our colleagues and established a special team of Smiles Volunteers Pioneer to promote our CSR activities further among employees. From the feedback, we framed our upcoming activities into "Giving our earth more smiles", "Giving our community more smiles", or "Giving our employees more smiles". On 12 July 2025, we partnered with the youth members of the Methodist Centre to visit 20+ elderly people who live in Shau Kei Wan together with the youth members of the Methodist Centre. Our volunteer team presented the handmade Burlap Bags with small gifts during the visit to show our care and bring smiles to the community.

Engaging our employees in CSR activities not only gives back to the community, but also an opportunity to educate the next generation for a sustainable future. Apart from the CSR activities organized by the company, we encourage our employees to participate in other external CSR activities organized by official NGOs. Volunteer hours will be given for both internal and external activities, and they can accumulate 8 volunteer hours to redeem 1-day volunteer leave.

As we look ahead, we pledge to deepen our social impact through responsible innovation, stakeholder collaboration, and a steadfast commitment to sustainability for a brighter future and more smiles.

# 8 ESG Indicators

As a non-listed private organization, FUJIFILM BI Hong Kong publishes as much information as we can. For easy understanding, we reorganized and regrouped the data below into the category of ESG.

## Environmental

Item	Data Summary	FY2022	FY2023	FY2024
E-1	Nitrogen Oxides (NOx) Emissions (kg)* <sup>1</sup>	15.5	12.3	11.5
E-2	Sulphur Oxides (SOx) Emissions (kg)* <sup>1</sup>	0.3	0.2	0.2
E-3	Particulate Matter (PM) Emissions (kg)* <sup>1</sup>	1.1	0.9	0.8
E-4	Gasoline Consumption by Vehicle (Liters)* <sup>2</sup>	22,053	16,554	13,888
E-5	Energy Consumption Equivalent to Gasoline Consumption (GJ)* <sup>3</sup>	728	547	459
E-6	Electricity Consumption (kWh)* <sup>4</sup>	818,339	783,933	717,094
E-7	Energy Consumption Equivalent to Electricity Consumption (GJ)* <sup>3</sup>	2,946	2,822	2,582
E-8	A3 Paper Consumption (Sheets/No. of Staff)* <sup>5</sup>	114	104	162
E-9	A4 Paper Consumption (Sheets/No. of Staff)* <sup>5</sup>	973	2,008	2,141
E-10	Recycled Paper/Environmental Paper Consumption (Sheets/No. of Staff)* <sup>5</sup>	1,088	2,112	2,303
E-11	Total Water Discharges (Tonnes)* <sup>6</sup>	1.4	1.4	1.6
E-12	Direct CO <sub>2</sub> Emissions (Tonnes CO <sub>2</sub> -e)* <sup>2</sup>	52.0	39.1	32.8
E-13	Indirect CO <sub>2</sub> Emissions (Tonnes CO <sub>2</sub> -e)* <sup>4</sup>	572.8	548.8	282.3
E-14	Other Indirect CO <sub>2</sub> Emissions (Tonnes CO <sub>2</sub> -e)* <sup>7</sup>	0.8	0.9	0.9
E-15	Total CO <sub>2</sub> Emissions (Tonnes CO <sub>2</sub> -e)* <sup>8</sup>	625.7	588.7	316.0
E-16	Paper Recycled (Tonnes)	13.1	13.1	12.3
E-17	Aluminum Recycled (Tonnes)	0.09	0.10	0.03
E-18	Plastic Recycled (Tonnes)	0.14	0.12	0.08

E-19	Waste to Landfill or Incineration (Tonnes)* <sup>9</sup>	23.1	21.8	18.3
E-20	Total Number of Spills	0	0	0
E-21	Total Volume of Spills (m <sup>3</sup> )	0	0	0
E-22	Chemical Waste Produced (Tonnes)* <sup>10</sup>	0.07	0.04	0.03
E-23	WEEE Recycled (Tonnes)* <sup>11</sup>	951	1,001.4	836.7

## Social

Item	Data Summary	FY2022	FY2023	FY2024
S-1	Number of Staff* <sup>12</sup>	769	762	730
S-2	Male : Female	477 : 292	465 : 297	441 : 289
S-3	Local : Non-local* <sup>13</sup>	764 : 5	757 : 5	725 : 5
S-4	Full Time : Part Time	760 : 9	751 : 11	721 : 9
S-5	Male (Permanent : Temporary)* <sup>14</sup>	450 : 27	434 : 31	410 : 31
S-6	Male (Full Time : Part Time)* <sup>14</sup>	475 : 2	462 : 3	439 : 2
S-7	Female (Permanent : Temporary)* <sup>14</sup>	270 : 22	268 : 29	262 : 27
S-8	Female (Full Time : Part Time)* <sup>14</sup>	285 : 7	289 : 8	282 : 7
S-9	Local (Permanent : Temporary)* <sup>14</sup>	716 : 48	698 : 59	668 : 57
S-10	Local (Full Time : Part Time)* <sup>14</sup>	755 : 9	746 : 11	716 : 9
S-11	Non-local (Permanent : Temporary)* <sup>14</sup>	4 : 1	4 : 1	4 : 1
S-12	Non-local (Full Time : Part Time)* <sup>14</sup>	5 : 0	5 : 0	5 : 0
S-13	Manager (Male : Female)	72 : 32	66 : 32	63 : 34
S-14	Non-Manager (Male : Female)	405 : 260	399 : 265	378 : 255
S-15	Hong Kong : Macau	700 : 69	694 : 68	662 : 68
S-16	Age Below 30	87	82	76
S-17	Age 30-50	458	438	404
S-18	Age Above 50	224	242	250
S-19	Voluntary Staff Turnover	23.3%	19.0%	15.8%
S-20	Staff Turnover Rate – Female	28.4%	17.1%	15.7%
S-21	Staff Turnover Rate – Male	30.1%	20.2%	15.9%
S-22	Staff Turnover Rate – Age Below 30	49.1%	38.8%	20.3%
S-23	Staff Turnover Rate – Age 30-50	29.0%	17.4%	21.0%
S-24	Staff Turnover Rate – Age Above 50	22.8%	15.0%	6.2%
S-25	Staff Turnover Rate – Hong Kong	30.0%	20.0%	15.9%
S-26	Staff Turnover Rate – Macau	23.8%	8.8%	14.5%
S-27	Retention Rates After Parental Leave	100%	100%	100%
S-28	Staff Injuries	3	7	5
S-29	Staff Fatalities Resulted from Work-related Injury	0	0	0
S-30	Accident Rate Per 1,000 Workers* <sup>15</sup>	6.50	9.19	6.85
S-31	Lost Days Due to Work Injury* <sup>15</sup>	33	215	9
S-32	Total Training Hours* <sup>16</sup>	12,198	13,486	12,058
S-33	Employee Trained – Male : Female (%)* <sup>17</sup>	61.6 : 38.4	61.3 : 38.7	59.2 : 40.8
S-34	Employee Trained – Manager : Non-Manager (%)* <sup>17</sup>	12.0 : 88.0	12.1 : 87.9	13.5 : 86.5
S-35	Average Training Hours – Female (Per Employee)* <sup>18</sup>	16.53	14.70	14.72

S-36	Average Training Hours – Male (Per Employee)* <sup>18</sup>	13.8	16.0	14.5
S-37	Average Training Hours – Manager (Per Employee)* <sup>18</sup>	12.8	13.6	23.1
S-38	Average Training Hours – Non-Manager (Per Employee)* <sup>18</sup>	15.1	15.8	14.7
S-39	Staff Training Cost Year-On-Year Growth* <sup>19</sup>	44.3%	-53.3%	208%
S-40	Volunteering Hours* <sup>20</sup>	384	804	617
S-41	Number of Volunteers* <sup>20</sup>	109	203	215

## Governance

Item	Data Summary	FY2022	FY2023	FY2024
G-1	Environmental Convictions Per 100,000 Man-hours	0	0	0
G-2	Convicted Cases of Corruption	0	0	0
G-3	Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non-Compliance with Laws and Regulations (HKD)	0	0	0
G-4	Major Non-conformance in Integrated Management System Audits	0	0	0
G-5	Anti-corruption Learning Participation Rate* <sup>21</sup>	100%	100%	100%
G-6	Code of Conduct Learning Participation Rate* <sup>22</sup>	100%	100%	100%
G-7	Human Rights Review* <sup>23</sup>	100%	100%	100%
G-8	Number of Grievances Related to Human Rights	0	0	0

Remarks:

- \*1 The calculation was based on "How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by SEHK.
- \*2 We included the gasoline consumption of the Managing Director's car in the calculation from FY2019 onwards. In FY2024, a 16.1% drop was noted. The reduction was caused by the rearrangement of the service route between our service vans, and hence one service van was stopped in service.
- \*3 The conversion ratio refers to the Greenhouse Gas Protocol Emission Factors from Cross-Sector Tools.
- \*4 We included the electricity consumption of the Macau office in the calculation from FY2019 onwards. In FY2024, an 8.5% drop was noted. This was due to the new workstyle adopted in the new office moved into The Millenney, Kwun Tong, in February 2024. In addition, due to the lower carbon emission factor for electricity from CLP Power Hong Kong (0.38 kg CO<sub>2</sub>/kWh) compared to the previous factor from Hongkong Electric (0.6 kg CO<sub>2</sub>/kWh). As a result, we had a 48.6% reduction in E-13 Indirect CO<sub>2</sub> Emissions and a 46.3% reduction in E-15 Total CO<sub>2</sub> Emissions.
- \*5 Paper consumption was recorded within the scope of our document management system rather than internal orders. The increase in E-9 A4 Paper Consumption was caused by expanding the scope with more workplaces included in FY2023 (Year-On-Year +106.4%), and more business proposals and related documents were printed in FY2024 (Year-On-Year another +6.6%). For E-10 Recycled Paper/Environmental Paper Consumption, both A3 and A4 sizes were included.
- \*6 Water consumption of our head office was excluded as it was included in the calculation of the building management fee.
- \*7 Since we included the amount of paper recycled in the calculation from FY2018 onwards, the total of E-14 Other Indirect CO<sub>2</sub> Emissions included CO<sub>2</sub> emissions from the disposal of paper waste (i.e., the amount of paper consumed minus the amount of paper recycled) and CO<sub>2</sub> emissions from total water discharges (i.e., CO<sub>2</sub> emissions from electricity used for freshwater processing by Water Supplies Department plus CO<sub>2</sub> emissions from electricity used for sewage processing by Drainage Services Department).
- \*8 Since we included E-14 Other Indirect (Scope 3) CO<sub>2</sub> Emissions in the calculation from FY2020 onwards, the figure of E-15 Total CO<sub>2</sub> Emissions included Direct (Scope 1), Indirect (Scope 2), and Other Indirect (Scope 3) CO<sub>2</sub> Emissions but excluded CO<sub>2</sub> emissions from logistics management activities conducted by on-site contractors, refrigeration, air-conditioning, and fire extinguishers. CO<sub>2</sub> is the main GHG produced by FUJIFILM BI Hong Kong. The calculation was based on the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)" published by the Environmental Protection Department and the Electrical and Mechanical Services Department.
- \*9 The decreasing trend of E-19 Waste to Landfill or Incineration since FY2021 was due to selected models being kept and returned to the corporate to produce remanufactured machines.
- \*10 Chemical waste excluded the amount generated by activities of off-site contractors.

- \*11 There was a drop of 16.4% of E-23 WEEE Recycled in FY2024. This was due to selected models being kept and returned to the production line of our headquarters to produce remanufactured machines and more spare parts being reused for better resource management.
- \*12 We included all permanent and contract staff in S-1 Number of Staff.
- \*13 "Local" employees refer to those whose employment terms and conditions meet the labor requirements of the Hong Kong Special Administrative Region (HKSAR) and Macau Special Administrative Region. The "Non-local" employees in FY2024 are from Japan, Germany, Spain, and Canada.
- \*14 New indicator (S-5 to S-12) adopted from FY2022 onwards.
- \*15 In FY2024, the lower number of S-30 Accident Rate Per 1,000 Workers (calculation with reference to the definition of the Labor Department of HKSAR) and S-31 Lost Days Due to Work Injury reflected that employee awareness of OHS was improved from the revamped training materials.
- \*16 The Total Training Hours data are recorded for full time staff only, contract and part time staff are excluded. A 10.6% drop was noted in S-32 Total Training Hours in FY2024 because we prioritized management training to cascade company messages that included manager workshops and leadership skills training for a smaller group of talent. Additionally, fewer sessions of the Onboarding Sales Consultant Program were held because of the decrease in new joiners of the sales force.
- \*17 The calculation of S-33 Employee Trained – Male : Female and S-34 Employee Trained – Manager : Non-Manager was based on the total number of employees trained.
- \*18 The calculation of Average Training Hours from S-35 to S-38 was based on the total number of employees in the specified category trained.
- \*19 Due to a shift in focus toward AI and Cybersecurity in FY2024, there has been an emphasis on domain knowledge and solutions training. Hence, the demand for certifications, particularly in cybersecurity qualifications, increased. Additionally, more costs are incurred from external leadership development programs.
- \*20 The low S-40 Volunteering Hours and S-41 Number of Volunteers in FY2022 were caused by the restriction of team activities during the Coronavirus Disease 2019 (COVID-19) pandemic. While the border between Hong Kong and mainland China was reopened in February 2023, the impact of COVID-19 has subsided and hence more social contribution activities can be organized with more participation in FY2023 and FY2024.
- \*21 The calculation of the G-5 Anti-corruption Learning Participation Rate included active staff only.
- \*22 All new employees joining FUJIFILM BI Hong Kong are required to complete the "Code of Conduct" training within three months of commencement of employment. For existing employees, regular reviews and/or training will be conducted according to the annual review of scope and content.
- \*23 The G-7 Human Rights Review was conducted during the annual business risk assessment under ISO 22031 Business Continuity Management System.



9

# GRI Content Index

Statement of use

FUJIFILM BI Hong Kong has reported the information cited in this GRI content index for the period 1 April 2024 to 31 March 2025 in accordance with the GRI Standards.

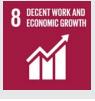
GRI 1 used

GRI 1: Foundation 2021

## General Disclosures

GRI 2: General Disclosures 2021		Cross-reference	SEHK ESG Guide Reference	Global Goal(s)	Page
<strong>The organization and its reporting practices</strong>					
2-1	Organizational details	Company Profile; Reporting Scope and Approach; Governance			16 – 20, 10 – 15, 21 – 27
2-2	Entities included in the organization's sustainability reporting	Top Commitment; Reporting Scope and Approach			2 – 3, 10 – 15
2-3	Reporting period, frequency, and contact point	Reporting Scope and Approach; Email: <a href="mailto:shm-fbhk-sustainability@fujifilm.com">shm-fbhk-sustainability@fujifilm.com</a>			10 – 15
2-4	Restatements of information	For the Environmental Indicator - In the E-15 Total CO <sub>2</sub> Emissions (Tonnes CO <sub>2-e</sub> ) of the ESG Indicators, we have included Other Indirect (Scope 3) CO <sub>2</sub> Emissions in the calculation from FY2020 onwards. Hence, the Total CO <sub>2</sub> Emissions include Direct (Scope 1), Indirect (Scope 2), and Other Indirect (Scope 3) CO <sub>2</sub> Emissions.			N/A
2-5	External assurance	Reporting Scope and Approach; Verification Statement			10 – 15, 64 – 65

## Activities and workers

2-6	Activities, value chain, and other business relationships	<p>Company Profile; Reporting Scope and Approach; Environmental; Our website – <a href="#">Explore Our Services</a>   <a href="#">FUJIFILM Business Innovation Hong Kong</a></p> <p>Based on our Preferred Vendor List (as of May 2025), the percentage of local supplier accounted for over 86%, the others are from countries/regions like Asia Pacific, Europe, and USA.</p>	<p>KPI B4.1 KPI B4.2 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 KPI B7.1</p>		16 – 20, 10 – 15, 28 – 35
2-7	Employees	ESG Indicators (Social)	<p>KPI B1.1 KPI B3.1 KPI B3.2</p>	 	51 – 52
2-8	Workers who are not employees	The total number of contractor staff as of 31 Mar 2025 is 125.	<p>KPI B1.1 KPI B3.1 KPI B3.2</p>		N/A

## Governance

2-9	Governance structure and composition	Governance		 	21 – 27
2-10	Nomination and selection of the highest governance body				
2-11	Chair of the highest governance body	<p>The chair of the highest governance body will be a senior executive from the Fujifilm Group. This arrangement follows the basic approach as stated in the <a href="#">FUJIFILM Holdings Sustainability Report</a>.</p> <p>To avoid conflicts of interest, the director was appointed with the receipt of a letter of declaration of interest from the director. This is pursuant to Sections 536 to 538 of the Companies Ordinance and Article 98 of the Company's Articles of Association, a letter of declaration of interest from the director.</p>			N/A
2-12	Role of the highest governance body in overseeing the management of impacts	Top Commitment; Governance			2 – 3, 21 – 27
2-13	Delegation of responsibility for managing impacts	Governance	A4		21 – 27
2-14	Role of the highest governance body in sustainability reporting	Top Commitment; Governance			2 – 3, 21 – 27

2-15	Conflicts of interest	Besides signing a declaration of conflict of interest, the company implements an internal Whistle-blowing Guideline and manages respective incidents as per the Group's established mechanism. Due to FUJIFILM BI Hong Kong being a private organization, we do not disclose the information to external parties.			N/A
2-16	Communication of critical concerns	The local management team will manage and escalate critical concerns to the respective corporate functions. We will further report formally during the half-yearly board of directors' meeting. Due to FUJIFILM BI Hong Kong being a private organization, we do not disclose the information to external parties.			N/A
2-17	Collective knowledge of the highest governance body	We leverage the implementation of ISO 14001, ISO 22301, ISO/IEC 27001, and ISO/IEC 27701.			N/A
2-18	Evaluation of the performance of the highest governance body	The performance of the local Board of Directors is evaluated by the corporate Board of Directors. For related details, please refer to the <a href="#">FUJIFILM Holdings Sustainability Report</a> .			N/A
2-19	Remuneration policies	Being a subsidiary, FUJIFILM BI Hong Kong follows the corporate policies in this area.			N/A
2-20	Process to determine remuneration				
2-21	Annual total compensation ratio	Due to FUJIFILM BI Hong Kong being a private organization, we do not disclose the information to external parties.			N/A
<b>Strategy, policies and practices</b>					
2-22	Statement on sustainable development strategy	Top Commitment			2 – 3
2-23	Policy commitments	About the Fujifilm Group Governance	KPI B4.1		4 – 9 21 – 27
2-24	Embedding policy commitments	About the Fujifilm Group Governance Environmental Social Our website – <a href="#">Sustainability Policies and Guidance Note</a>	KPI B4.1 KPI B4.2 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 KPI B7.1		4 – 9, 21 – 27, 28 – 35, 36 – 49
2-25	Processes to remediate negative impacts	Top Commitment; About the Fujifilm Group; Governance; Social; Our website – <a href="#">Sustainability Policies and Guidance Note</a>	KPI B4.1 KPI B4.2		2 – 3, 4 – 9, 21 – 27, 36 – 49

2-26	Mechanisms for seeking advice and raising concerns	Social	KPI B7.1 KPI B7.2 KPI B7.3		36– 49
2-27	Compliance with laws and regulations	No fines and/or non-monetary sanctions for non-compliance with laws and regulations were recorded in FY2024.	A1 KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6 A2 KPI A2.2 A3 KPI A3.1 KPI B5.3 KPI B5.4 B1 B2 B4 B6 KPI B6.3 B7 KPI B7.1		N/A
2-28	Membership associations	<ul style="list-style-type: none"> <li>Advanced Printing Technology Centre</li> <li>Business Environment Council</li> <li>Federation of Hong Kong Industries</li> <li>Graphic Arts Association of Hong Kong</li> <li>Hong Kong Computer Society</li> <li>Hong Kong Digital Printing Association</li> <li>Hong Kong Equipment Leasing Association</li> <li>Hong Kong General Chamber of Commerce</li> <li>Hong Kong Information Technology Joint Council</li> <li>Hong Kong Management Association</li> <li>Hong Kong Small and Medium Enterprises Association</li> <li>Institute of Print-Media Professionals</li> <li>The Aberdeen Marina Club</li> <li>The Chamber of H.K. Computer Industry</li> <li>The Clearwater Bay Golf &amp; Country Club</li> <li>The Hong Kong Japanese Club</li> <li>The Hong Kong Printers Association</li> <li>The Hong Kong Printers Investment Association</li> </ul>			N/A
<b>Stakeholder engagement</b>					
2-29	Approach to stakeholder engagement	Reporting Scope and Approach			10 – 15
2-30	Collective bargaining agreements	While none of our employees are covered by collective bargaining agreements, our management email serves as a direct channel offering formal opportunities for two-way communications between senior management and regular employees.	B4 KPI B4.1 KPI B4.2		N/A
<b>Materiality assessment</b>					
<b>GRI 3: Material Topics 2021</b>					
3-1	Process to determine material topics	Reporting Scope and Approach			10 – 15
3-2	List of material topics				

## GRI 201: Economic Performance 2016

3-3	Management of material topics	Reporting Scope and Approach	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B8 KPI B8.1		10 – 15
201-2	Financial implications and other risks and opportunities due to climate change	Governance	A1 KPI A1.5 KPI A1.6 A2 A3 KPI A3.1 KPI B5.3 KPI B5.4		21 – 27

## GRI 203: Indirect Economic Impacts 2016

3-3	Management of material topics	Reporting Scope and Approach	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B8 KPI B8.1		10 – 15
203-1	Infrastructure investments and services supported	Reporting Scope and Approach; Social	KPI A2.1 B8 KPI B8.1 KPI B8.2		10 – 15, 36 – 49
203-2	Significant indirect economic impacts	Social	B8 KPI B8.1 KPI B8.2		36 – 49

## GRI 205: Anti-corruption 2016

3-3	Management of material topics	Reporting Scope and Approach; Social	KPI A4.1		10 – 15, 36 – 49
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205-2	Communication and training about anti-corruption policies and procedures		B1 B7 KPI B7.1 KPI B7.2 KPI B7.3		
205-3	Confirmed incidents of corruption and actions taken	ESG Indicators (Social)	B1 B2 B4 KPI B5.1 B6 KPI B6.3 B7 KPI B7.1 KPI B7.2 KPI B7.3		51 – 52

**GRI 301: Materials 2016**

3-3	Management of material topics	Reporting Scope and Approach; Environmental	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.6 A2 KPI A2.1 KPI A2.3 A3 KPI A3.1 KPI A4.1 KPI B6.1		10 – 15, 28 – 35
301-2	Recycled input materials used	We provide FSC™ recycled 100% paper (Nautilus ProCycle).	KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6		N/A

**GRI 302: Energy 2016**

3-3	Management of material topics	Top Commitment; Reporting Scope and Approach; Environmental	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.6 A2 KPI A2.1 KPI A2.3 A3 KPI A3.1 KPI A4.1		2 – 3, 10 – 15, 28 – 35
302-1	Energy consumption within the organization	ESG Indicators (Environmental)	A2 KPI A2.1 KPI A2.3	   	50 – 51

## GRI 303: Water and Effluents 2018

3-3	Management of material topics	Reporting Scope and Approach; Environmental	A1 KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.6 A2 KPI A2.1 KPI A2.3 A3 KPI A3.1 KPI A4.1	10 – 15, 28 – 35
303-4	Water discharge	ESG Indicators (Environmental)	KPI A1.1 KPI A1.3 KPI A1.4 A2 KPI A2.2 KPI A2.4 A3 KPI A3.1	 50 – 51

## GRI 305: Emissions 2016

3-3	Management of material topics	Top Commitment; Reporting Scope and Approach; Environmental	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.6 A2 KPI A2.1 KPI A2.3 A3 KPI A3.1 KPI A4.1	2 – 3, 10 – 15, 28 – 35
305-1	Direct (Scope 1) GHG* emissions	ESG Indicators (Environmental)	KPI A1.1 KPI A1.2	    
305-2	Energy indirect (Scope 2) GHG* emissions		KPI A1.3 KPI A2.1	
305-3	Other indirect (Scope 3) GHG* emissions		KPI A1.1 KPI A1.2	
305-5	Reduction of GHG* emission	Governance; ESG Indicators (Environmental)	KPI A1.1 KPI A1.2 KPI A4.1	21 – 27, 50 – 51
305-7	NOx, SOx and other significant air emissions	ESG Indicators (Environmental)	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.5 KPI A2.2	50 – 51

## GRI 306: Waste 2020

3-3	Management of material topics	Reporting Scope and Approach; Environmental	A1 KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.6 A2 KPI A2.1 KPI A2.3 A3 KPI A3.1 KPI A4.1	10 – 15, 28 – 35
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306-1	Waste generation and significant waste-related impacts	ESG Indicators (Environmental)	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6		50 – 51
306-2	Management of significant waste-related impacts	Environmental	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6		28 – 35
306-3	Waste generated	ESG Indicators (Environmental)	KPI A1.1 KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6 KPI A2.1 KPI A2.2		50 – 51
306-4	Waste diverted from disposal		KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6 KPI A2.5		
306-5	Waste directed to disposal		KPI A1.3 KPI A1.4 KPI A1.5 KPI A1.6		

**GRI 308: Supplier Environmental Assessment 2016**

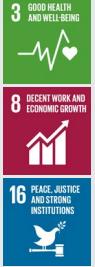
3-3	Management of material topics	Reporting Scope and Approach; Environmental	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B8 KPI B8.1		10 – 15, 28 – 35
308-1	New suppliers that were screened using environmental criteria	We included environmental criteria in all preferred vendors' assessments.	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4		N/A

**GRI 401: Employment 2016**

3-3	Management of material topics	Social	KPI B3.1 KPI B3.2		36 – 49
401-1	New employee hires and employee turnover	ESG Indicators (Social)	KPI B1.2 KPI B3.1 KPI B3.2		51 – 52
401-3	Parental leave		B3		

**GRI 403: Occupational Health and Safety 2018**

3-3	Management of material topics	Reporting Scope and Approach; Governance; Social	KPI B3.1 KPI B3.2		10 – 15, 21 – 27, 36 – 49
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403-9	Work-related injuries	ESG Indicators (Social)	B2 KPI B2.1 KPI B2.2 KPI B2.3 KPI B3.1 KPI B3.2		51 – 52
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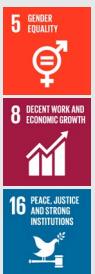
**GRI 404: Training and Education 2016**

3-3	Management of material topics	Reporting Scope and Approach; Social			10 – 15, 36 – 49
404-1	Average hours of training per year per employee	ESG Indicators (Social)	KPI B3.1 KPI B3.2		51 – 52

**GRI 405: Diversity and Equal Opportunity 2016**

3-3	Management of material topics	Reporting Scope and Approach; Social			10 – 15, 36 – 49
405-1	Diversity of governance bodies and employees	ESG Indicators (Social)	KPI B3.1 KPI B3.2		51 – 52

**GRI 408: Child Labor 2016**

3-3	Management of material topics	Social	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B8 KPI B8.1		36 – 49
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Fujifilm Group Code of Conduct</a>	B4 KPI B4.1 KPI B4.2 B5 KPI B5.2 KPI B5.3 KPI B5.4		N/A

## GRI 409: Forced or Compulsory Labor 2016

3-3	Management of material topics	Social	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B8 KPI B8.1		36 – 49
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Fujifilm Group Code of Conduct</u>	B4 KPI B4.1 KPI B4.2 B5 KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4		N/A

## GRI 417: Marketing and Labeling 2016

3-3	Management of material topics	Reporting Scope and Approach; Environmental	KPI A4.1		10 – 15, 28 – 35
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes, were recorded in FY2024.	B1 B2 B4 B6 KPI B6.3 B7 KPI B7.1 KPI B7.2 KPI B7.3		N/A

## GRI 418: Customer Privacy 2016

3-3	Management of material topics	Reporting Scope and Approach; Governance	KPI A4.1		10 – 15, 21 – 27
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints regarding breaches of customer privacy and losses of customer data were recorded in FY2024.	B1 B2 B4 B6 KPI B6.2 KPI B6.3 KPI B6.5 B7 KPI B7.1		N/A

Remarks:

\*The main GHG emitted by FUJIFILM BI Hong Kong is CO<sub>2</sub>. In this context, GHG refers to CO<sub>2</sub>.

## Verification Statement

### Scope and Objective

Hong Kong Quality Assurance Agency (“HKQAA”) was commissioned by FUJIFILM Business Innovation Hong Kong Limited (“FUJIFILM BI Hong Kong”) to conduct an independent verification for its Sustainability Disclosures (the “Selected Disclosures”) stated in its Sustainability Report 2025 (“the Report”). The selected disclosures covered the period from 1 April 2024 to 31 March 2025 and represented the sustainability performance of FUJIFILM BI Hong Kong. This is the 16<sup>th</sup> Report that FUJIFILM BI Hong Kong published to communicate its commitments, efforts and progress of performance towards sustainability.

The objective of this verification is to provide an independent opinion with a reasonable level of assurance on whether the selected disclosures are prepared in accordance with the following reporting criteria:

- the Environmental, Social and Governance Reporting Guide (“ESG Guide”) set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (version effective from 31 December 2023, which remains applicable to annual reports for financial years commencing before 1 January 2025).
- the Global Reporting Initiative’s Sustainability Reporting Standards (“GRI Standards”)

The verification team also reviews the disclosures in the Report by making reference to the following disclosure frameworks, as the Report has been prepared with references to:

- ISO 26000:2010 - Guidance on Social Responsibility ("ISO 26000:2010")

### Level of Assurance and Methodology

HKQAA’s verification procedure has been conducted with reference to the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (“ISAE 3000”) issued by the International Auditing and Assurance Standards Board. The evidence gathering process was designed to obtain a reasonable level of assurance as set out in the ISAE 3000 by using a risk-based approach.

Our verification procedure included, but not limited to:

- Sampling the sustainability information stated in the Report, e.g. claims and performance data for detail verification;
- Verifying the raw data and supporting information of the selected samples of the sustainability information;
- Interviewing responsible personnel; and
- Checking the internal control mechanism

### Roles and Responsibilities

FUJIFILM BI Hong Kong is responsible for the organization’s information system, the development and maintenance of records and reporting procedures in accordance with the system, including the calculation and determination of sustainability information and performance. HKQAA verification team is responsible for providing an independent verification opinion on the selected disclosures provided by FUJIFILM BI Hong Kong for the reporting period. The verification was based on the verification scope, objectives and criteria as agreed between the FUJIFILM BI Hong Kong and HKQAA.

## **Independence**

HKQAA did not involve in collecting and calculating data or compiling the reporting contents. Our verification activities were entirely independent and there was no relationship between HKQAA and FUJIFILM BI Hong Kong that would affect the impartiality of the verification.

## **Limitation and Exclusion**

The following limitations and exclusions were applied to this verification due to the service scope, nature of verification criteria, and characteristics of the verification methodology.

- I. Our verification scope is limited to verifying the transcription/transformation of the raw data or information into the selected disclosures, e.g., Claims and Performance Data stated in the Report. This Sustainability Information may be subject to inherent uncertainty.
- II. Evaluating the quality of execution and implementation effectiveness of the ESG practices, the appropriateness of the assumptions made, and the estimation techniques applied are outside the scope of our verification.
- III. The verification of raw data or information is based on the use of a sampling approach and reliance on the client's representation. As a result, errors or irregularities may occur and remain undetected.
- IV. Any information outside the established verification period has been excluded.

## **Conclusion**

Based on the evidence obtained and the results of the verification process, it is the opinion of the verification team that, with a reasonable level of assurance, the Report has been prepared, in all material respects, in accordance with the ESG Guide set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (former version, which remains applicable to annual reports for financial years commencing before 1 January 2025), and GRI Standards.

In addition, the verification team reviewed the Report with reference to the ISO 26000:2010 and considered that the Report has been prepared by making reference to the contents or parts of the contents of the aforementioned disclosure frameworks.

## **Signed on behalf of Hong Kong Quality Assurance Agency**



KT Ting  
Chief Operating Officer  
November 2025  
Ref: 14980324-VER

# Glossary

3D	Three Dimensions	ICT	Information and Communications Technology
3R	Reduce, Reuse, and Recycle	IEC	International Electrotechnical Commission
3TG	Tin, Tantalum, Tungsten, and Gold	IoT	Internet of Things
AI	Artificial Intelligence	ISO	International Organization for Standardization
AR	Augmented Reality	IT	Information Technology
AX	AI Transformation	IVD	In Vitro Diagnostic
CDMO	Contract Development and Manufacturing Organization	J-SOX	Japanese Sarbanes-Oxley
		JPX	Japan Exchange Group
CDP	Carbon Disclosure Project	KPI	Key Performance Indicator
CHX	Customer Happy Experience	LEAP	Leadership Acceleration Program
CMP	Chemical Mechanical Planarization	LED	Light-emitting Diode
CO <sub>2</sub>	Carbon Dioxide	MAT	Monocyte Activation Test
CoC	Chain of Custody	MEMS	Microelectromechanical systems
CS	Customer Satisfaction	MFPs	Multifunction Printers
CSR	Corporate Social Responsibility	MRI	Magnetic Resonance Imaging
CT	Computed Tomography	MSCI	Morgan Stanley Capital International
CTP	Computer-to-plate	NGOs	Non-Governmental Organizations
DE&I	Diversity, Equity, and Inclusion	NIST	National Institute of Standards and Technology
DX	Digital Transformation	NLAP	Next Level Achievement Program
EP-BB	Electronic Partnership Broadband	NOx	Nitrogen Oxides
ESG	Environmental, Social, and Governance	NPOs	Non-Profit Organizations
EUV	Extreme Ultraviolet	OHS	Occupational Health and Safety
FBOIC	FUJIFILM Business Open Innovation Center	PO	Purchase Order
FSC™	Forest Stewardship Council™	R&D	Research and development
FTSE	Financial Times Stock Exchange	R&I	Rating and Investment Information
FUJIFILM BI	FUJIFILM Business Innovation	RMAP	Responsible Minerals Assurance Process
FY	Fiscal Year	S&P	Standard & Poor's
GHG	Greenhouse Gas	SBT	Science Based Targets
GMO	Genetically Modified Organism	SDGs	Sustainable Development Goals
GRI	Global Reporting Initiative	SDT	Secure Device Tool
HEE	Happy, Engaged Employees	SEHK	The Stock Exchange of Hong Kong Limited
HKMA	The Hong Kong Management Association	SMBs	Small and Medium-sized Businesses
HKQAA	Hong Kong Quality Assurance Agency	SOC	Security Operations Center
HKSAR	Hong Kong Special Administrative Region	SOx	Sulphur Oxides

SRI	Socially Responsible Investment
STPD	See-Think-Plan-Do
SVP	Sustainable Value Plan
TCFD	Task Force on Climate-related Financial Disclosures
TNFD	Task Force on Nature-related Financial Disclosures
TSG	Total Satisfaction Guarantee
UN	United Nations
UNICEF	United Nations International Children's Emergency Fund
VCU	Verified Carbon Unit
VoC	Voice of the Customer
WEEE	Waste Electrical and Electronic Equipment
WWF	World Wide Fund for Nature





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