

Promote Management of a Healthy Workplace

Target for 2030

Promote management of health and productivity to maintain employees' vitality.

As the Fujifilm Group believes it essential to ensure that employees can work with energy and remain in good health both physically and mentally at their workplaces, to maintain our position as a leading company by Creating New Value which is stated in our Vision, we have been working to promote employees' health promotion activities focusing on the priority areas such as preventing lifestyle-related diseases and cancers, quitting smoking, mental illness and preventing overwork.

In occupational safety and health, our effort will be directed to ensuring safety at work for our employees by making safety a priority and to implementing absolute compliance with the laws related to safety and health, founded on the belief that "occupational safety is the basis of all business activities."

Occupational Safety and Health Policy http://www.fujifilmholdings.com/en/sustainability/vision/health_safety.html

Outline of Activities in FY2018

[Target] Raise cancer screening rates to 90% or more (for men/women: stomach, lungs, large intestine)

- The number of people who requested gastroscopies and screening for breast and gynecological cancer increased steadily. The endoscopy-specialist clinic within the company premises continually encouraged employees to take large intestine endoscopies and to utilize the clinic. The number of users in FY2018 increased to 2,206 (7% over the previous year).
- Promoted breast and gynecological cancer screening by dispatching a cancer screening cars.

[Target] Reduction in number of workdays lost

- The group-wide physical and mental health committee conducted a factor analysis concerning sick leave in order to study the signs that could indicate potential mental illness and implement countermeasures at an early stage. The committee also analyzed departmental characteristics based on stress checks and sent feedback to those departments with high risks.

[Other major activities]

- The Employee Wellness Promotion Group was inaugurated in July 2018. The entire Group, including the health insurance association, formed this structure to promote health practice by setting group-wide health management targets and standardizing measures.
- Announced the Fujifilm Group Employee Wellness Declaration in September 2019 to contribute to achieve a healthy and long life society in addition to accelerate the employee wellness initiatives.
- Listed in the "White 500," the Certified Health and Productivity Management Organization Recognition Program for three consecutive years. Nine group companies were also listed in the program.
- Fujifilm and Fuji Xerox group companies set medium-term targets and KPIs for their health promotion plans.
- Promoted our online stop-smoking program and held walking events as a part of initiatives to address five priority areas (lifestyle diseases, smoking, cancer, mental health, and long working hours) concerning management of employee wellness.
- Identified health issues in each of the 85 group companies belonging to the Fujifilm Group Health Insurance Association, and presented a *Health Report* to the senior management of each company.
- Reinforced the company's health management system for Japanese employees dispatched overseas to the same level as in Japan (since 2017). This ensured that such employees received regular health checks, and if any health risks were identified, a telephone interview and advice from a Japanese doctor were arranged.

▶ Related Data and Information:

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Poster for the Walking Event

Future Activities and Targets

- Further encourage group-wide health promotion for employees and reinforce the disclosure of the results.
- Under the leadership by top management of each group company, set KPIs in five priority areas and promote healthy practices.
- Reinforce countermeasures against breast cancer and large intestine cancer, cases of which have increased rapidly and occupy a large percentage of the company's medical expenses for cancer.
- Organize a group-wide e-learning program to raise health awareness.
- Further enhance the ongoing online stop-smoking program and a walking event.
- Expand health promotion measures suitable for each region and country, and share good practices.

Initiative to Promote Employee Wellness

In 2013, the Fujifilm Group established a group-wide health promotion council, composed of human resources departments, occupational physicians, and the Fujifilm Group Health Insurance Association, to address issues in the five priority areas involving employee wellness: lifestyle-related diseases, smoking, cancer, mental health and long working hours. We established the Employee Wellness Promotion Group within FUJIFILM Holdings in July 2018 to give a global foundation to promote employee wellness led by an officer in charge of employee wellness (executive officer). In acknowledgment of our long-standing efforts, nine of our group companies including our health insurance association were commended under the 2019 Certified Health and Productivity Management Organization Recognition Program.



Further, we announced the Fujifilm Group Employee Wellness Declaration in September 2019 to

reinforce employee wellness initiatives across the entire group. Next, we will set KPIs for the priority issues to be addressed up to 2022, and continue to improve the level of employee wellness through the PDCA cycle of action and assessment. We plan to expand these employee wellness promotion activities not only in Japan but also worldwide to raise the bottom line of awareness across the Group by rolling out good practices.

Fujifilm Group Employee Wellness Declaration

https://www.fujifilmholdings.com/en/sustainability/vision/health_safety.html

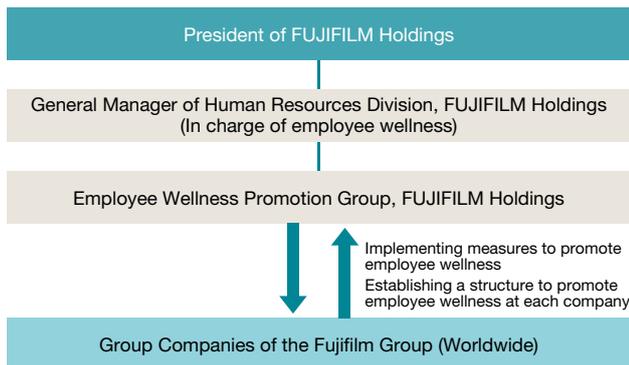
Promoting Occupational Health and Safety

Fujifilm has approximately 80 group production sites around the world, and we are promoting occupational safety suited to the business characteristics of each site. We have now started to share information on individual safety practices so that we can learn from each other and continue to make improvements. In Japan, the occupational safety managers of each Group company hold regular meetings to conduct safety patrols at each factory and discuss priority issues. In the US, a team comprised of EHS experts from the Group companies visits the factories to make safety patrols and suggest improvement ideas across all sites. We plan to take this opportunity to spread the rollout of these improved occupational health and safety practices across the factories, as well as to Fuji Xerox.



EHS expert visiting and training at a Group company's factory.

Wellness Promotion Structure



TOPICS

Priority Issue
5

Initiative in Health Maintenance and Promotion Among Employees

Promote effective measures utilizing employees' medical data

Since 2015, the Fujifilm Group has been using the Health Data Bank, which integrates health check results and the working status of each employee, in order to visualize health conditions and examine countermeasures based on data analysis. This data analysis identified five major issues (lifestyle-related diseases, smoking, cancer, mental health, and long working hours) that we should address urgently and we have already started taking action. In FY2018, we published the ranking of smoking rates in different business sites as a part of the stop-smoking campaign, and encouraged the sites with high smoking rates to promote this campaign to those with high smoking rates. Also, we started a trial of an online stop-smoking program. We have been involved in a walking event, *Aru Katsu*, in order to establish a regular exercise habit among employees. The number of participants has increased with each successive event. For the Spring 2018 event, 2,487 employees participated, 4,295 joined

in Autumn 2018, and 5,921 the one in Spring 2019.



Health Report for each company

The health insurance association created and submitted a *Health Report* for each group company that indicates their health status in an easy-to-understand manner using numbers and graphs. The management of the companies with high health risks received a briefing directly from the association to gain a better understanding of their employees' health and were given instructions on taking countermeasures to improve the situation. The *Health Report* helps them to create effective countermeasures; for example, companies with a high smoking rate recommend their employees to use the online stop-smoking program, and companies with a high rate of metabolic syndrome promote participation in the walking event.