



Sustainable Value Plan 2030

Improve and maintain governance structures by further disseminating an open, fair and clear corporate culture.

Governance

Social Issues

To continue to be as a valued member of society and to grow, the company must meet the expectations of its various stakeholders and to win the trust of society. To fulfill its social responsibilities and promote sustainable growth and long-term improvement in corporate value, the company must conduct its business activities in accordance with the social code of conduct, with an emphasis on transparency and fairness. It is important to improve corporate governance, which is essential for swift and bold decision-making, and implement measures that lead to corporate growth and improvement in corporate value alongside changes in the business environment.

Fujifilm Group's Goals under SVP 2030

(Priority Issues)

Improve and maintain governance structures.

Under its Corporate Philosophy and Vision upholding an open, fair and clear corporate culture, the Fujifilm Group is determined to promote sustainable growth and improve its corporate value through sincere and fair business activities and to contribute to the sustainable development of society. To achieve this, corporate governance, which underlies all such efforts, has been confirmed once again as a major issue. We will develop, maintain and continue to strengthen corporate governance through reinforcement of internal controls and audit systems.

Target for 2030

Aim for zero cases of misconduct and major legal violations by disseminating an open, fair and clear corporate culture.

Outline of Activities in FY2018

[Target] Develop a governance organization for the entire Fujifilm Group and reinforce the business management process.

- Increased the number of independent outside directors to four to augment deliberations by the Board of Directors and improve transparency of management decision-making by using an independent outside director.
- Established the Nomination and Remuneration Advisory Committee chaired by an independent outside director as an arbitrary advisory body to the Board of Directors.



Training program for risk managers at overseas sites

[Target] Improve compliance awareness across the entire global Group and reinforce risk management.

- Revised the Fujifilm Group Charter for Corporate Behavior and Code of Conduct. (see Page 43)
- Follow-up investigation on the FY2017 compliance awareness survey ⇒ No major issues.
- Implemented training programs for risk managers at several overseas regional headquarters.
- Introduced the information security reporting system globally.
- Implemented disaster prevention education and training to prepare for a wide-area disaster. (see Page 43)

[Target] Maintain a fair and independent audit and improve the audit quality level.

- Established methods for analysis of financial data and work record etc. as well as an e-mail forensics mechanism; all of which have already been deployed in domestic audits and have led to improving audit completeness and objectivity.

► **Related Data and Information:**

Management Performance Page 21 *Corporate Governance*, Page 26 *Compliance and Risk Management*

Future Activities and Targets

- Strengthen consolidated management of compliance activities by operating companies FF & FX under an FH initiative and by execution of measures aimed at further improving compliance awareness among all employees.
- Enhance deliberations by the Board of Directors and improve transparency of management decision-making.

FH: FUJIFILM Holdings FF: Fujifilm FX: Fuji Xerox