

System for a Work-life Balance

We have improved various programs that more than satisfy legal requirements in order to support a flexible work style according to the life event such as childcare and family care.

Fujifilm

| Giving birth and childcare | Nursing care | Other |
|---|---|---|
| <ul style="list-style-type: none"> • Systems catering for pre- and post-birth requirements • Leave of absence for childcare • Use of stock leave* for childcare • Systems for employment while raising children • Three-person interview at the time of returning to work from childcare leave • Child medical care leave program (1 relevant child: 12 days per year; 2 or more children: 24 days per year) • Reduced work hour program (child in the third grade or lower) • Use of stock leave* for fertility treatment • Leave of absence for fertility treatment • Exemption from restrictions on non-scheduled hours worked and from work on holidays • Reinstatement to same workplace after leave of absence for childcare | <ul style="list-style-type: none"> • Leave of absence for nursing care program • Nursing care leave program (1 care recipient: 12 days per year; 2 or more care recipients: 24 days per year) • Use of stock leave* for nursing care • Systems for employment while caring for a family member • Expansion of nursing care counseling office | <ul style="list-style-type: none"> • Leave of absence for volunteer work, Using of stock leave* for volunteer work • Use of stock leave* for self development • Active Life Leave • Flextime • Discretionary labor system • Leaving the office on time (2 days per week) • Re-employment Program • Home Working System • Paid Leave by the Hour System |

* Stock leave is a system enabling employees to accumulate unused leave time up to 60 days. Accumulated leave days may be used for treatment needed for personal health problems, rehabilitation, childcare, nursing care, and volunteer activities.

Fuji Xerox (All those systems provide for generous leave beyond that required by law.)

| Giving birth and childcare | Nursing care | Other |
|---|--|--|
| <ul style="list-style-type: none"> • Maternity leave (paid) • Leave of absence for childcare program • Program for rehiring former employees who left the company for reasons such as spouse's transfer or childcare • Accumulated paid leave* for healthcare of employees' family* • Shortened working hours in pregnant and for childcare (from pregnancy to third grade of elementary school) • Limited off-hours work for childcare (until sixth grade of elementary school) • Limited late-night work for childcare (until six grade of elementary school) • Special leave for supporting the wife during her childbirth period (first child's birth: 2 days; second child's birth and thereafter: 5 days) • Leave of absence for birth support (one year leave system for fertility treatment) | <ul style="list-style-type: none"> • Leave of absence for caring for a family member (maximum 2 years) • Limited off-hours work for caring for a family member • Limited late-night work for caring for a family member • One-day nursing care leave • Accumulated paid leave* for caring for a family member | <ul style="list-style-type: none"> • Flextime • Homeworking system • Continuous service award special vacation; "refresh vacation" • Social service system (leave of absence program for employees participating in socially beneficial activities) • Accumulated paid leave* for volunteer activities • Leave of absence for education • Leave of absence for senior theme (support for senior employees' second career) • Flexible work schedules (support for senior employees' second career) • A program for transfer and a leave of absence due to accompanying a spouse's transfer |

* Accumulated paid leave is a system enabling employees to accumulate unused leave up to 60 days. Accumulated leave may be used for healthcare, childcare, nursing care, and volunteer activities.

4.2.3 Freedom of Association

The Fujifilm Group clearly states that we maintain a smooth relationship between staff and management, while respecting the right to engage in collective bargaining and the right to enjoy freedom of association, as permitted by applicable laws, and rules in the country in which it conducts business. Such statements are included in the Fujifilm Group Code of Conduct and the Fujifilm Group Human Rights Statement.

Fujifilm Group Code of Conduct: Article 9, Chapter 1 Basic Labor Rights

[URL: http://www.fujifilmholdings.com/en/about/philosophy/law/index.html](http://www.fujifilmholdings.com/en/about/philosophy/law/index.html)

Fujifilm Group Human Rights Statement: Consideration for Fujifilm Group Personnel

[URL: https://www.fujifilmholdings.com/en/sustainability/vision/human/index.html](https://www.fujifilmholdings.com/en/sustainability/vision/human/index.html)

Composition of Labor Union Membership

As of March 31, 2019

| | Union members | Proportion of union membership | Average age of union members |
|----------------|---------------|--------------------------------|------------------------------|
| Fujifilm Group | 8,083 | 68.3% | — |
| Fujifilm*1 | 3,191 | 68% | 40.14 |
| Fuji Xerox*2 | 4,892 | 69.3% | 42.2 |

*1 Proportion of union membership = Ratio to regular employees

*2 Proportion of union membership = Ratio to regular employees excluding executive officers and senior experts (including managerial staff).

Revisions to Systems That Operate Based on Agreements between the Labor Unions and the Company (in the last five years)

Fujifilm

As of March 31, 2019

| FY | Item |
|------|---|
| 2014 | <ul style="list-style-type: none"> • Revision of work regulations, wage rules and other labor-related regulations • Extension of the period of nursing care leave • Flexible application for the flextime (for pregnant, childcare, and nursing care) • Expansion of the domestic affiliates for secondment • Partial revision of work regulations, wage rules and other labor-related regulations |
| 2015 | <ul style="list-style-type: none"> • Partial revision of work regulations, wage rules, retirement allowance regulations and overseas travel regulations • Wider range of job assignment destinations within the Fujifilm Group in Japan • Introduction of Home Working System • Introduction of Paid Leave by the Hour System |
| 2016 | <ul style="list-style-type: none"> • Partial revision of travel expense rules and company house management regulations • Partial revision of collective labor agreement and wage rules due to establishing a new branch • Partial revision of collective labor agreement, written agreement and work regulations regarding childcare and nursing care leave |
| 2017 | <ul style="list-style-type: none"> • Partial revision of collective labor agreement and wage rules • Partial revision of collective labor agreement, written agreement and work regulations regarding childcare leave • Established rules for employees to drive their own cars to the office. |
| 2018 | <ul style="list-style-type: none"> • Partial revision of wage rules • Wider range of job assignment destinations within the Fujifilm Group in Japan |

Fuji Xerox

| FY | Item |
|------|--|
| 2014 | <ul style="list-style-type: none"> • Introduction of new work style (co-working hour system, homeworking system, remote working system for domestic sales) |
| 2015 | <ul style="list-style-type: none"> • Revision of working conditions, work support and employee welfare with consolidation of various programs at Group companies in Japan |
| 2016 | <ul style="list-style-type: none"> • Agreement between labor and management regarding the terms and conditions for applying a program to transfer and a leave of absence due to accompanying a spouse's transfer • Revision of systems for childcare and nursing care due to the change of the related laws • Change of starting point for reckoning on yearly paid vacation according to the systems at the Group companies in Japan |
| 2017 | <ul style="list-style-type: none"> • Labor-management agreement signed on the introduction of the Paid Leave by the Hour System on April 1, 2018 (February 2018) |
| 2018 | <ul style="list-style-type: none"> • Revision of regulations for employees working abroad (January 1, 2019) • Revision of regulations of travel expense (January 1, 2019) • Revision of personnel systems (April 1, 2019) • Expansion of coverage for remote working system (April 1, 2019) • Expansion of coverage for home working system (April 1, 2019) |