



# Partners for the Planet

2023/24

Sustainability Review

**FUJIFILM**  
**Diosynth**  
biotechnologies



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As Partners for Life, we are committed to our Partners for the Planet strategy, leveraging our expertise and resources to identify and promote the development of more sustainable practices.

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Update from our  
CEO & CPO

Global update on sustainability achievements and our vision as Partners for the Planet.

→ [Page 3](#)

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About this Review

Through this report, we aim to share our vision and current progress on initiatives related to climate reduction, circular economy, and employee safety, among others. Sustainability is a strategic priority for us, and we believe that transparency with our customers, partners, and the communities we serve is essential to being a responsible company.

We commit to publish a sustainability review annually to enable all our stakeholders to better understand our business's impact and follow our progress on the planned actions.

# Letter from the CEO & CPO

Every day, individuals and communities worldwide feel the pressing need for action. The health of our planet impacts our lives, our business, and our future. From the air we breathe to the water we drink, every aspect of our environment demands careful stewardship.

The biopharmaceutical industry is no exception and holds a significant responsibility in this global effort. At FUJIFILM Diosynth Biotechnologies, our commitment to sustainability is an integral part of our identity as a contract development and manufacturing organization (CDMO). We proudly stand as 'Partners for Life' dedicated to manufacturing life-impacting therapeutics and as 'Partners for the Planet', committed to ensuring that we as a company take our part of the responsibility in society e.g. on combating climate change. This dual purpose – enhancing human health and quality of life while safeguarding the environment – is at the heart of our work.

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Enhancing human health and quality of life while safeguarding the environment – is at the heart of our work.

In 2023, we launched our Partners for the Planet strategy, aligning our goals with Fujifilm Group's [Sustainable Value Plan 2030](#). Our ambition is we aim to be the leading CDMO, setting the standard for sustainable operations. We are focusing on five key areas:

1. Zero Impact from Operations
2. Ethical Procurement & Supply Chain
3. Be Valued Partners for Customers
4. Create Real Patient Impact
5. Provide a Safe & Attractive Work Environment

Our targets include reducing greenhouse gas emissions by 50% by 2030, increasing our recycling rate and promoting ethical and sustainable practices throughout our supply chain.

This sustainability review is a testament to the hard work and dedication of our team members worldwide. Their efforts have paved the way for us to make significant progress toward achieving our goals. They are the heartbeat of our success, and we want them to thrive and excel in an inclusive environment. We are building a workplace where employees feel appreciated, find their work meaningful, and are empowered to connect with one another, fostering a culture of trust and transparency.

In this report, we will highlight many of the concrete examples of the projects across our

global network that are contributing to the successful achievement of our goals and aspirations.

We have made significant progress already with the power purchase agreements (PPA) we have formed in Denmark and in the US, which will secure us renewable electricity across all our sites.

By 2030, FUJIFILM Diosynth Biotechnologies will be fully covered by renewable electricity. This is just the beginning and we have many things to accomplish before we reach our goals. But a year from now, we are confident we will celebrate even greater milestones and set even more ambitious goals.

Lars Petersen  
**President & CEO**

Dennis Pedersen  
**Chief People Officer**



# At a Glance

FUJIFILM Diosynth Biotechnologies is a CDMO partner. We combine technical leadership in cell culture, microbial fermentation, and cell and gene therapy with world-class cGMP manufacturing facilities to advance tomorrow's medicines.

## Partners for *Life*

Advancing tomorrow's medicines

We aim to be the leading and most trusted Partner for Life in the biopharmaceutical industry, transforming the customer experience using trust as the cornerstone.



We aim to be the leading CDMO setting the standard for sustainable operations.

\*Reduction relative to turnover from production





# Partners for the Planet

We aim to be the leading contract development and manufacturing organization (CDMO) setting the standard for sustainable operations. We are dedicated to taking responsibility by integrating environmentally conscious strategies and upholding the highest ethical standards throughout our entire value chain.

By critically evaluating our raw materials, rethinking recycling efforts, and utilizing new technologies in our facility designs, we are committed to reducing emissions and maximizing resource efficiency, which in turn minimizes our environmental impact.

As part of our corporate Partners for Life strategy, Partners for the Planet embodies our dedication to being a responsible company for both our stakeholders and the planet. While our initial focus was on climate action, our sustainability strategy is evolving to embrace the social and governance elements of the ESG principles. We have a long way to go before reaching our goals, but we take steps every day.

Aligned with the Fujifilm Group's [Sustainability Value Plan 2030](#), setting environmental and social targets for all group companies, our Partners for the Planet strategy, focuses on the five key areas described in this review.

We take pride in our achievements, including ISO 14001 certification and receiving the EcoVadis silver rating for two of our facilities demonstrating our commitment to sustainable practices.

Through Partners for the Planet, we are dedicated to contributing to the mitigation of one of society's most pressing challenges and making a meaningful, positive impact on the world.

## Fujifilm Group commitment

FUJIFILM Holdings Corporation has been a member of the UNGC since June 2020. Engagement and communication on progress are available [here](#).



FUJIFILM Holdings Corporation has committed to the Science Based Targets initiative (SBTi) and has set near-term targets of well below 2 degrees. We have aligned our sustainability targets to SVP2030 and contribute by sharing site specific data with the holding company.



## The five key areas



### Zero Impact from Operations

We will pursue zero environmental impact in our operations globally (Scope 1 & 2)



### Ethical Procurement & Supply Chain

We will reduce environmental impact and are committed to ethical labor standards across our supply chain (Scope 3)



### Valued Partners for Customers

We will partner with our customers to reduce negative environmental impacts and improve transparency



### Real Patient Impact

We will contribute to the world by bringing medical treatments to market faster through end-to-end services and high-quality standards



### Safe & Attractive Work Environment

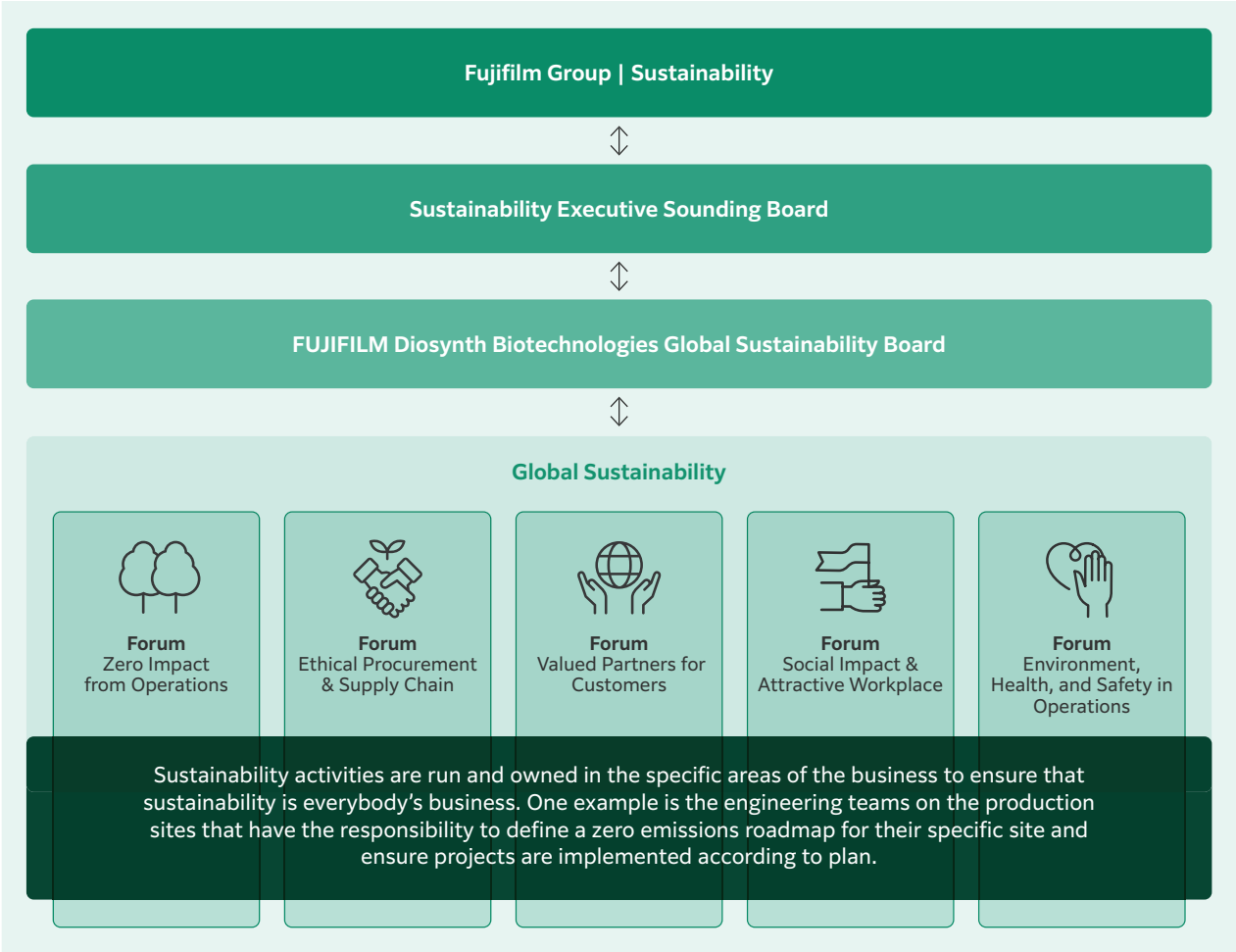
We will be able to attract and retain the best employees through strong safety measures and a commitment to diversity, equity, and inclusion

# Governance

Sustainability is a central and integral part of FUJIFILM Diosynth Biotechnologies’ corporate governance and is linked to FUJIFILM Holdings Corporation (Group) ESG governance.

The executive management represented in the FUJIFILM Diosynth Biotechnologies’ Global Sustainability Board has adopted the strategy, corporate policy and sustainability-related goals and ensures progress via quarterly updates and reviews. The Sustainability Executive Sounding Board actively monitors the work to achieve the goals in each area to ensure that the group delivers. This is done in accordance with its defined ambitions by having one to two meetings annually. To highlight governance and ensure the right level of commitment, FUJIFILM Diosynth Biotechnologies is implementing sustainability measures as part of bonus targets on all levels from FY 2024 and forward.

Sustainability activities are run and owned in specific business areas, demonstrating that sustainability is everybody’s business. The engineering teams on the production sites are a prime example. These teams are responsible for defining a zero emissions roadmap for their specific site and ensuring that projects are implemented according to plan, thereby playing a crucial role in our sustainability efforts.







## Zero Impact from Operations

We pursue zero environmental impact in our global operations. To reach this goal, we have set ambitious targets.



### Targets

- 50% absolute reduction in (Scope 1+2) GHG emissions by 2030 aiming for net zero in 2033
- Convert to renewable electricity by FY2030
- 30% more efficient potable water usage by FY2030
- Continually improve waste recycling rates year over year

Meeting these targets is challenging, and we are focused on continuous improvement, regular monitoring, and implementing initiatives to minimize our environmental impact.

### Growing Responsibly – Our journey to lower CO<sub>2</sub> emissions

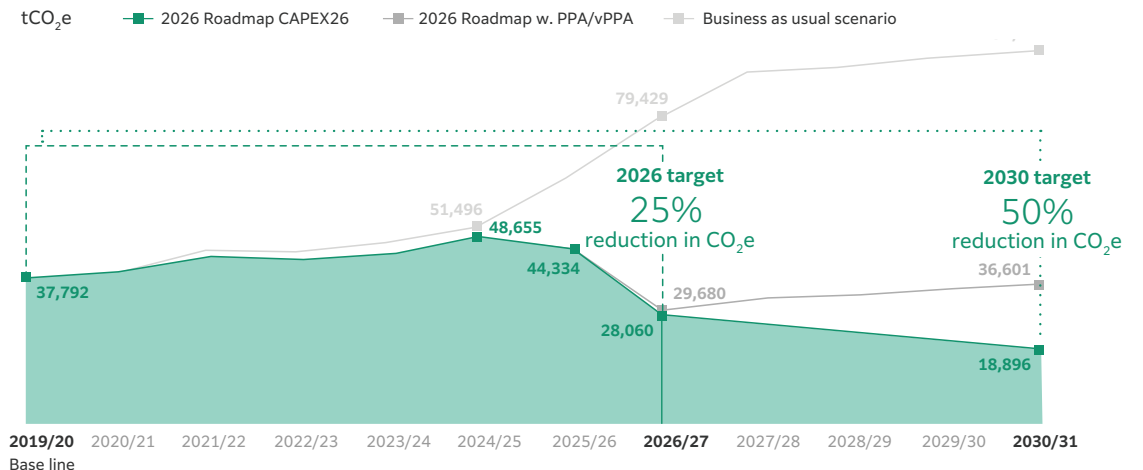
As our company expands, we are aware of the potential negative impacts on the environment, particularly the increase in CO<sub>2</sub> emissions. We view this challenge as an opportunity to innovate and take the lead in more sustainable business practices.

In our facilities we are committed to continual improvements across all areas of operation. And by regularly assessing our processes we strive to minimize our environmental footprint, including reducing energy and water usage, adopting cleaner technologies and reducing waste generation at every stage of production.

In our energy procurement, we have launched initiatives, such as the renewable Power Purchase Agreements (PPAs), to offset and ultimately decrease our CO<sub>2</sub> footprint to combat rising emissions. A key component of this strategy involves transitioning to renewable energy sources, such as solar panels, across our facilities. Reducing reliance on fossil fuels can lower our overall CO<sub>2</sub> emissions, even as our operations increase in scale.

Our commitment to Zero Impact from Operations ensures that our growth is responsible and fully aligned with our ambition to be the leading contract development and manufacturing organization (CDMO) setting the standard for sustainable operations and our broader goal of protecting and preserving our planet's natural resources.

### Total Scope 1 and 2 emissions forecast to 2030





Zero Impact from Operations

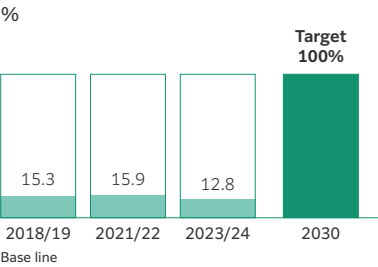
Powering our future – A commitment to renewable energy and sustainability

To support the reduction of Scope 2 CO<sub>2</sub> emissions, we have entered into PPAs in both the US and in Denmark. In Denmark we have entered into a ten-year PPA with Better Energy. Starting July 2025, a new large-scale solar park near Vedde in Sorø municipality, Denmark, will be a key factor in our sustainability journey, providing 40 GWh of renewable energy annually to fully cover the electricity needs of our Hillerød manufacturing site including the new operations launching in 2024.

Together with FUJIFILM Holdings Corporation we entered into an agreement to purchase power from a Texas-based solar park, procuring about 46% of its capacity. This agreement will completely cover the electricity needs of all of our sites in the US, securing a stable supply of renewable energy for a ten-year period.

These PPAs underscore our dedication to reducing our environmental impact, decarbonizing our supply chain, and being a valued partner for our customers within the areas of Environmental and Social responsibility.

Renewable Electricity



### Vedde Solar park

Ten-year Power Purchase Agreement (PPA)

## 40 GWh

Starting July 2025, and covering the electricity need of our Hillerød manufacturing facilities in Denmark.

The Vedde solar park will boost the Danish power grid with an additional 110 GWh of renewable energy yearly, equivalent to the consumption of 68,000 Danish households. The project is a collaborative effort with Sorø municipality, incorporating nature and recreational benefits like trail systems and a pedestrian tunnel.

### Blevins Solar & storage project

Virtual Power Purchase Agreement (vPPA) for

## 80 GWh

Starting early 2026, and covering the electricity needs of all of our sites in the United States.

The Blevins Solar & Storage Project is a 270 megawatt (MW) solar and 432 megawatt hour (MWh) battery storage project located in Falls County, Texas (TX). Blevins Solar & Storage will span approximately 2,300 acres and will be connected to the electric grid via a local substation. The project will become operation in early 2026, in the US with a total of 300 Gwh additional renewable electricity. FUJIFILM Diosynth Biotechnologies will from the start be consuming 50-80MWH covering the US based sites. The park will deliver renewable electricity to all US based Fujifilm sites from 2026 and forward replacing the need for conventional electricity on all US based Fujifilm sites.

#### Purchase Power Agreement (PPA)

A PPA is a long-term contract between an electricity generator (the seller) and an electricity consumer (the buyer, in this case, FUJIFILM Diosynth Biotechnologies) for the production and offtake of electricity. The generator constructs, operates and maintains the physical energy asset, and the customer consumes and pays for the electricity delivered. PPAs are used to construct new renewable energy assets, often located outside the consumers' premises and delivered via the public electricity grid.



## Zero Impact from Operations

### Electrifying our production

Traditionally, our production has depended on natural gas-powered boilers, a notable source of emissions. To reduce our carbon footprint and grow responsibly, we are transitioning to electrically powered solutions. Phasing out natural gas will significantly alter the infrastructure of our facilities, and we will electrify gradually. Another example is at our Denmark site where the new expansion will utilize electrical boilers instead of natural gas boilers. This will be operational by 2027. We will continuously seek opportunities to phase out natural gas on all our sites to deliver on our 2030 target. At our UK site we are implementing cold Water for Injection (WFI) water treatment technology reducing our energy consumption.

### Water saving initiatives

Our production requires significant potable water for cell cultivation, equipment cleaning, product separation, and cooling. To reduce usage, we are exploring water-saving strategies across our processes. We're focusing on beneficial reuse of reject water from purified water generation on our facilities in Holly Springs and Hillerød. We are also implementing initiatives like hydraulically controlled tank calibration, eliminating the need for unnecessary water usage and enhancing efficiency in equipment cleaning.

As a global company, we participate in industry associations that align with our sustainability targets and support local initiatives where we operate. For example we are an active member of The Danish

Association of the Pharmaceutical Industry (LIF). We actively support and advocate for proposals to amend Danish water regulations to utilize alternative water sources for our operations. Similar activities are ongoing in close dialogue with local authorities in North Carolina (NC). These innovations aim to cut our water consumption, fulfill our sustainability goals, and advance environmental responsibility.

### Innovative approaches to waste management

Rethinking waste offers significant environmental and economic benefits, and we are committed to setting new sustainability standards in the industry. Our sites in Research Triangle Park, NC and College Station, TX both participate in award winning waste-reduction initiatives with strong partners. Additionally, we recently repurposed 4.5 tons of expired sodium chloride, providing it to Hillerød municipality for road treatment, saving transport and disposal costs.

These actions demonstrate how innovative waste management can reduce costs, minimize environmental impact, and transform potential waste into valuable resources for our community.

We will continue to explore how innovative approaches can give new life to raw materials and waste.



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We are committed to leading sustainability within our industry. Our pioneering water-saving technologies exemplify our dedication to redefining resource efficiency and challenge us to rethink processes for greater impact.



# Ethical Procurement & Supply Chain

A very central part of our supplier dialogue is linked to our vision of decarbonizing the supply chain. We will reduce GHG emissions across our supply chain (Scope 3).



## Targets

- Be transparent and reduce supplier CO<sub>2</sub> footprint through ongoing data-driven dialogue
- Reduce GHG emissions across our supply chain by 50% relative to growth by 2030 (Target relative to accommodate growth)

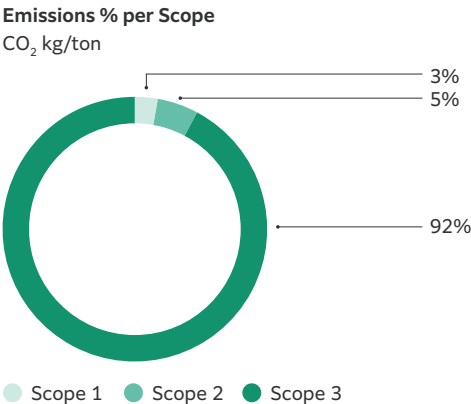
Decarbonizing the supply chain is an ongoing process that demands collaboration across industries, stakeholder commitment, and a holistic approach to sustainability. We are actively engaged in this process, contributing to our environmental goals and helping our partners achieve theirs.

As a basis for a data-driven dialog with our suppliers, we mapped our Scope 3 emissions in 2023. This will provide a stronger foundation for a dialog with suppliers about possible reduction actions going forward.

Through increased engagement and relationships with local and global partners, we will amplify the impact of our sustainability initiatives and reduce the total value chain emissions, addressing ongoing challenges through communication and transparency.

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We will through close collaboration with business partners reduce CO<sub>2</sub> emissions in our supply chains





Ethical Procurement & Supply Chain

Scope 3 emissions footprint

We've successfully completed the calculation of our Scope 3 emissions footprint, which accounts for 92% of our total emissions. This figure underscores the importance of addressing emissions beyond our own operations (Scope 1 and 2) and expanding our focus to include emissions generated throughout our entire value chain. Accurately calculating our Scope 3 emissions is a critical milestone in our sustainability journey. By gaining a more comprehensive understanding

of the environmental impact associated with our activities, we can set more targeted reduction goals. Moreover, tackling Scope 3 emissions aligns with global best practices, and also enables us to work collaboratively with our suppliers and other key stakeholders to drive meaningful reductions in emissions throughout the supply chain. Our Scope 3 focus reflects our commitment to addressing the broader environmental impacts of our operations and aligning with international climate action efforts.

ESG integration

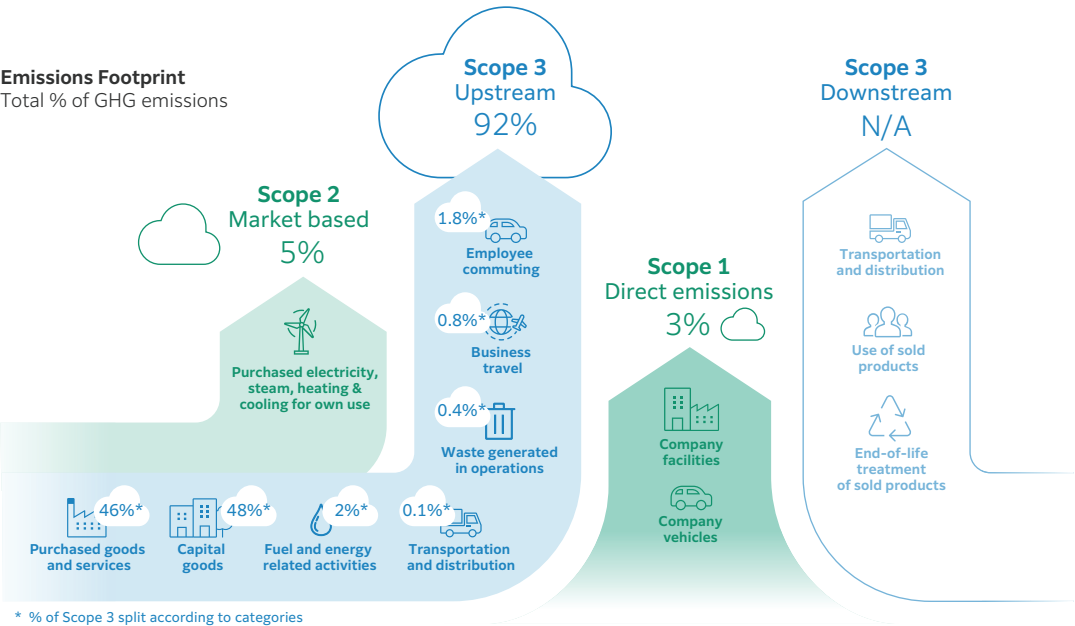
We have adopted a comprehensive approach to integrating Environmental, Social, and Governance (ESG) criteria across our supply chain management and stakeholder relationships. Central to this effort is our Business Integrity and Environment, Social Governance, (ESG) Standards for Business Partners, which sets clear ethical, social, and environmental standards for our suppliers. To reinforce these expectations, we have embedded an ESG clause in our Master Service Agreements (MSAs), ensuring accountability for sustainability performance throughout our partnerships. ESG assessments play a crucial role in our supplier selection process, and through our supplier scorecard system, we continuously track and measure progress, fostering ongoing improvement and alignment with our broader ESG objectives.

Stakeholder engagement

Effective stakeholder engagement is a critical aspect of advancing our sustainability efforts. We recognize that achieving our ESG goals requires the active participation and collaboration of both internal and external stakeholders. To that end, we regularly conduct business reviews with our key suppliers, with sustainability as a standing agenda item. These reviews provide an opportunity for open dialogue, allowing us to assess our suppliers' progress on their sustainability journeys and identify areas for further improvement. Through these discussions, we work together to address challenges and seize opportunities to drive sustainability performance across the value chain. In addition to engaging our external partners, we place a strong emphasis on empowering our internal stakeholders to champion sustainability initiatives. To facilitate this, we offer tailored ESG training programs for procurement professionals. This training ensures that our employees are well-equipped with the knowledge, tools, and resources they need to integrate ESG principles into their day-to-day operations. By fostering a culture of sustainability across the organization, we can ensure that all key players are aligned in their efforts to advance our ESG goals and contribute to a more sustainable future.

We strive to structure our collaboration via international industry standards which is why we are also an active supplier member of the Pharmaceutical Supply Chain Initiative (PSCI) and engaged in Sustainable Procurement Pledge (SPP).

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The raw materials used in production and capital goods driven by our expansions are the main contributors in our Scope 3 footprint.





## Valued Partners for Customers

At FUJIFILM Diosynth Biotechnologies, we are driven by the aspiration of transforming the industry through our Partners for Life mindset.



### Targets

- Contribute to a reduction in GHG emissions in society through advocacy and partnerships
- Engage customers in data-driven dialogue to align targets
- Reduce customer and product environmental footprints

At FUJIFILM Diosynth Biotechnologies, we aspire to transform the CDMO market, transitioning from the traditional, transactional business model to becoming true Partners for Life for our customers. In this capacity, we envision establishing long-term, collaborative relationships with our partners where patients benefit the most by having reliable access to life-impacting therapeutics.

This mindset, which emphasizes building global relationships rooted in trust with our customers, is the cornerstone of our goal to be the most trusted partner in the biopharmaceutical industry. Our global teams are fully committed to this mission.

Our Partners for the Planet strategy is central to advancing our customer partnerships, underscoring our sustainability commitment. By integrating our sustainability strategy into our core operations, we enhance the resilience of our partnerships and work collaboratively towards setting a new standard in industry.

As a Partner for Life, our customers benefit from our comprehensive services spanning from early-stage development to scalable commercial manufacturing, ensuring continuity and consistency throughout the product lifecycle. Working together we will leverage cutting-edge technologies and expertise to bring innovative therapies to market efficiently, and with our fully integrated global KojoX network we offer unprecedented flexibility and scalability based on demand, which is crucial for adapting to market changes.

As a world-leading CDMO, we are dedicated to working closely with our partners to increase transparency of the environmental impacts across the entire value chain. This is a core part of our sustainability strategy Partners for the Planet. By providing clear insights and data, we empower our customers to make informed decisions that enhance their sustainability goals.

As Partners for Life, we will support our customers on their sustainability journey, helping them realize their targets and commitments. We will foster deep, enduring partnerships that prioritize innovation, efficiency, and patient-centric solutions, ultimately improving patient outcomes and advancing the future of medicine.

It is our belief that together, we are driving positive change and fostering a better future for the pharmaceutical and biotech industries while building supply chain resilience for our customers – with the focus on delivering therapeutics to market faster to make patients' lives better.





# Real Patient Impact

As a contract development manufacturing organization (CDMO), we are a vital ally to biopharmaceutical companies, enabling them to bring life-impacting treatments to market efficiently.

Every day, our employees play a crucial role in accelerating the availability of life-impacting treatments, profoundly affecting the lives of patients and their families – a responsibility that resonates deeply with our entire team and motivates them daily.

Our adaptable production facilities are built to accommodate the varied requirements of life science companies, from development to clinical to commercialization. By making our state-of-the-art facilities available, we enable biopharmaceutical customers to bypass the costs and time associated with constructing their own. This helps them progress through the regulatory pathway faster, ultimately delivering medicines to patients more quickly.

We take great pride in the efforts of our teams. Every day, we have over 4,200 employees working hard to manufacture therapeutics for indications such as Alzheimer's Disease, Cancer, and Autoimmune Diseases. Their efforts ultimately make patients' lives better. We are producing medicine for investigational use as well as approved medications. More than 220,000 patients received therapeutics produced in our factories.

As more capacity comes online in the coming months and years, this impact will only grow.

This also makes sense from a sustainability perspective, as our business model promotes resource efficiency by making our facilities accessible to multiple life science companies.

”

Our team of over 4,200 highly skilled workers produces life-impacting therapeutics every day providing treatments for millions of patients worldwide.

## Some of the indications for our therapeutics:

- Geographic Atrophy
- RSV
- Cancer
- Musculoskeletal Disorders
- Rheumatoid Arthritis
- Gastrointestinal Disorders
- Alzheimer's Disease
- Age Related Wet AMD
- Epilepsy
- Muscular Dystrophy
- Immunotherapy
- Neutropenia
- Autoimmune Disease
- Myasthenia gravis
- Multiple Sclerosis

4,200+

highly skilled workers produce life-impacting therapeutics every day

240+

active programs

72% Phase 1+2

17% Phase 3

11% Commercial

3,000+

GMP\* batches

>220,000

patients received therapeutics that we produce for our partners

20

commercial licenses including commercial authorization for allogeneic T-cell therapy

\*Good Manufacturing Practice



# Safe & Attractive Work Environment

We are dedicated to building a culture of transparency and trust. We strive to live by behaviors prioritizing people and making a great workplace.

At FUJIFILM Diosynth Biotechnologies, People First is the first one of our three strategic priorities. We embrace 9 People Fundamentals that form the backbone of our culture. They help us nurture and expand trust, establishing a unified approach to how we show up, how we interact and how we lead across the organization. With our People Fundamentals, we are inspired to always prioritize safety and psychological well-being, fostering a culture of trust and empowerment where everyone can bring their full selves to work. By leading with purpose and meaning, we aim to drive our business forward by attracting and retaining talent.

Providing a safe and healthy working environment for our employees is central for us.

We comply with applicable occupational health and safety regulations, designed to prevent workplace accidents. We also aim to maintain and enhance a safe, healthy and fit working environment.

Our Lost Time Incident (LTI) rate in 2023/24 of 1.65 is confirmation of a stable safety culture, but through continuous improvement we will strive towards achieving the target of 0.1 by 2030. Our focus is on risk identification and control with the objective of continuous improvement.

## The 9 People Fundamentals

### How we show up

1

We foster psychological safety

2

We bring our full selves to work

3

We seek attitude when we hire and promote

### How we interact

4

We assume trust and expect ownership

5

We value teams over hierarchy

6

We support individual growth through empowerment

### How to lead

7

We lead people and manage processes

8

We lead through purpose and meaning

9

We lead for the future





Safe & Attractive Work Environment

We are growing

In 2023, our employee growth rate was 5%. We anticipate maintaining or exceeding this growth in the coming years. By creating local jobs in the communities where we operate, we not only expedite the delivery of medicines to market but also bolster local economies.

We are committed to fostering a workplace that champions diversity, equity, and inclusion (DE&I), aligning with the Fujifilm Group's goal of increasing DE&I engagement scores from 59% to 80% by 2030. In 2023, we achieved a commendable score of 83% in our survey. This reflects our dedication to diverse leadership and our ongoing efforts to create an inclusive environment setting even higher standards for ourselves moving forward.

We strive to be an organization where everyone, regardless of gender, gender identity, race, ethnicity, religion, culture, age, or sexual orientation, has an equal opportunity to grow and be evaluated fairly. We foster an environment where open exchange of opinions, mutual recognition of each other's stories, and skill enhancement are encouraged.

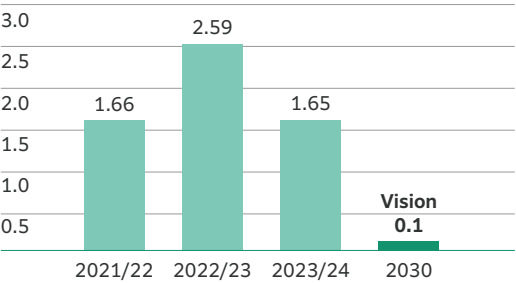
Since autumn 2021, Fujifilm's Diversity & Inclusion Council from the Americas region has been actively meeting and has established subcommittees focused on employee resource groups, training, and communications. Each subcommittee has defined charters, objectives, scope, and the necessary support to address their specific areas.

Building on this foundation, the subcommittees will prioritize actions and develop specific plans to implement solutions. We look forward to updating you on their progress!

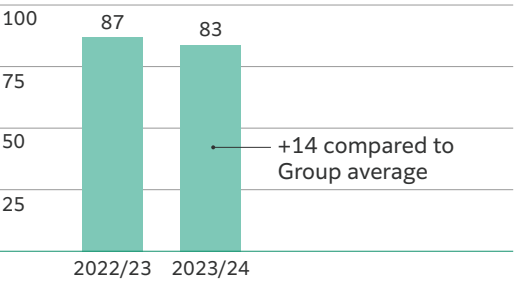
At FUJIFILM Diosynth Biotechnologies, we take pride in fostering a culture where we put people first, attracting and retaining top talent while inspiring innovation every day.



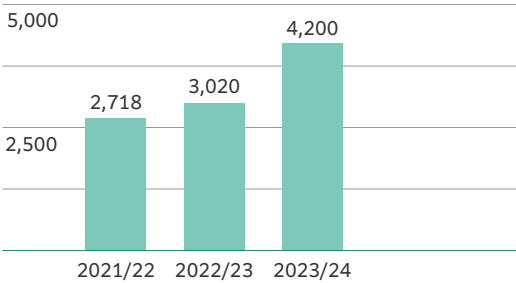
Lost time injuries  
(No. per mill. working hours)



DE&I employee engagement survey score



Full-time workforce  
(FTEs)



# Certifications

In our operations, we strive for high uniform standards in environmental management and occupational health and safety across our sites. Our level of focus is inspired by the globally recognized standards such as ISO 14001 and ISO 45001. Compliance with these working methods enhances our environmental performance, reduces workplace risks, improves employee safety, and supports our culture of safety and well-being.

Using the EcoVadis® platform, we assess our corporate social responsibility (CSR) and sustainability efforts. This tool allows us to benchmark our current status and develop a roadmap for enhancing our sustainability practices.

To guide us in our performance on our capital expansion projects, we aim for LEED certifications.

## Memberships and Certifications in supply chain corporation

We actively participate in key industry initiatives and certification programs that underscore our commitment to sustainability and responsible procurement. As proud members of the

Pharmaceutical Supply Chain Initiative (PSCI) and the Sustainable Procurement Pledge (SPP), we collaborate with industry leaders to promote ethical supply chain practices, including labor rights, environmental management, and long-term social impact.

These partnerships and tools are integral to our sustainability strategy, helping us drive continuous improvement and leadership in responsible sourcing.

Furthermore, FUJIFILM Holdings Corporation has committed to key global frameworks such as the Science Based Targets initiative (SBTi), the Carbon Disclosure Project (CDP), RE100, and the United Nations Global Compact. We have aligned our sustainability work to the same initiatives, that guide our efforts to reduce emissions, increase transparency, and promote renewable energy, as we strive to increase our sustainability performance.



## Holly Springs LEED certification

Following the philosophy -do it right first time-, we prioritize LEED certifications or similar to guide us on our capital expansion projects. Our green field project in Holly Springs, North Carolina with operations beginning in 2025 is a great example. The certification process has led to significant improvements in energy and water use design compared to 'business as usual.'







# Key figures

Environment and Social data	Units	2023/24	2022/23	2021/22
<strong>Environment</strong>				
Gas consumption (Nm³)	Nm³	92.3	87,2	92,5
Power consumption (GWh)	GWh	91.1	82.0	77,9
Share of renewable energy (%)	%	12.8	15.9	15.3
CO <sub>2</sub> e, Scope 1 (metric tonnes)	tCO <sub>2</sub> e	19,670	18,747	19,845
CO <sub>2</sub> e, Scope 2 (metric tonnes)	tCO <sub>2</sub> e	27,129	24,737	23,798
CO <sub>2</sub> e, Scope 3 (metric tonnes)	tCO <sub>2</sub> e	533,817	-	-
Water consumption (m³)	m³	817,222	642,511	538,474
Waste disposal (metric tonnes)	t	12,181	24,359	12,151
<strong>Waste from operations</strong>				
Waste to energy [t]	t	911	882	900
Waste recycling [t]	t	5,698	6,333	5,400
Simple disposal [t]	t	1,282	932	1,279
Total waste [t]	t	7,891	8,146	7,579
<strong>Waste from large construction sites</strong>				
Total waste [t]	t	5,327	2,717	1,463
Recycling rate approx. (%)	%	87	94	94

\* Recycling index = (Waste to energy + Waste to Recycling ) / Simple Disposal



# Key figures

Environment and Social data		Units	2023/24	2022/23	2021/22
<b>Social</b>					
Full-time workforce (FTEs)		FTEs	4,157	3,959	3,443
Gender split female/male		%	43/57	42/58	42/58
DE&I employee engagement (score out of 100)		-	83	87	-
Lost time injuries (No. per mill. working hours)		-	1.65	2.59	1.66





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