

FUJIFILM Biotechnologies

Sustainability Review 2024/2025

Partners for *Life*





Introduction

Letter from the CEO & CPO	3
At-a-Glance	4

Strategy & Vision

Partners for the Planet	6
Governance	7

Focus Areas

Zero Impact from Operations	9
Ethical Procurement	12
Valued Partners for Customers	15
Real Patient Impact	16
Safe and Attractive Work Environment	17

Certifications &
Data Disclosure

Certifications	20
Data Disclosure	21



As Partners for Life, we leverage our expertise and resources to develop sustainable practices as outlined in our Partners for the Planet strategy.

→ Page 6



Update from our
CEO & CPO

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

→ Page 3

About this Review

This report outlines our vision and progress on initiatives related to climate impact reduction, circular economy, employee safety and workplace culture. Sustainability is a strategic value for us, and we are committed to transparency with our customers, partners, and to the communities we serve.

As a responsible company, we pledge to publish a sustainability review annually, ensuring all stakeholders can understand our business's impact and track the progress of our planned actions.

Although this report pertains to the fiscal year ending March 31, 2025, it is crucial to highlight that FUJIFILM Diosynth Biotechnologies underwent a commercial rebranding to FUJIFILM Biotechnologies on June 2, 2025. It should be noted that this rebranding does not affect the legal names of the individual entities within the FUJIFILM Biotechnologies group, thereby having no impact on regulatory or legal filings. This report, presented under the FUJIFILM Biotechnologies name, encompasses the collective group of companies for the specified year.

Letter from the CEO & CPO

The past year has been transformative, marked by the extensive efforts of teams around the globe who tirelessly advance our dual mission: manufacturing life-impacting therapeutics and safeguarding our environment. As Partners for the Planet, our dedication to sustainability underpins every aspect of our operations.

Our 2024 Sustainability Review highlights key initiatives and strategies aligned with the Fujifilm Group's [Sustainable Value Plan 2030](#). We continue to focus on five critical areas: Zero Impact from Operations, Ethical Procurement & Supply Chain, Valued Partners for Customers, Real Patient Impact, and a Safe and Attractive Work Environment. Through these focus areas, we aim to reduce greenhouse gas emissions by 50% by 2030, optimize recycling rates, and champion ethical practices throughout our supply chain.

This year's review is a testament to the dedication and skills of our colleagues. Their relentless pursuit of excellence enables us to meet ambitious targets and create a workplace where employees thrive in an atmosphere of inclusivity and empowerment. During this fiscal year, we have celebrated milestones such as securing renewable electricity through Power Purchase Agreements in Denmark and the USA, moving us closer to our goal of minimizing our environmental impact.

Looking forward, we are determined to uphold transparency and drive innovation as we tackle global environmental challenges. Our partners' and our employees' support are vital in helping us drive progress and ensure a sustainable legacy.

We thank you for your continued trust and partnership, and we remain committed to safeguarding our planet for future generations.

Lars Petersen
President & CEO

Dennis Pedersen
Chief People Officer

“ We are excited to introduce our latest Sustainability Review, showcasing our ongoing commitment to sustainable practices at FUJIFILM Biotechnologies, a core element of our identity as a leading CDMO.



Lars Petersen
President & CEO



Dennis Pedersen
Chief People Officer

At-a-Glance

FUJIFILM Biotechnologies, serves as a Contract Development and Manufacturing Organization (CDMO).

We specialize in providing CDMO services for biologics, vaccines, and advanced therapies, with state-of-the-art production facilities strategically located in the United States, United Kingdom, and Denmark. Through our innovative, fully integrated **kojoX™** network, we facilitate the

seamless development of biopharmaceuticals from preclinical stages to commercial launch. Our comprehensive solutions leverage scientific expertise, regulatory acumen, and cutting-edge manufacturing capabilities to accelerate timelines, ensure compliance, and drive success.



FUJIFILM Biotechnologies' operating philosophy designed to revolutionize bioproduction, accelerating and de-risking global supply chains.

The **kojoX** operating philosophy is built on having an open, flexible, and uniform global network, designed to support cross-region, cross-scale, and cross-technology production. While FUJIFILM Biotechnologies operates as a single organization, its expansive footprint — with facilities in the United States and Europe — ensures dual-supply capabilities, strengthening supply-chain security and manufacturing resilience. By maintaining process and equipment uniformity across sites, our **kojoX** operating philosophy enables seamless scale-up and tech transfer, helping customers navigate the growing complexities of pharmaceutical production to bring medicine to market faster, and with sustainability as a core driver.

Partners for *Life*

As a trusted partner, we provide our customers with everything they need to effectively and efficiently develop and commercialize treatments and therapies that enhance patients' lives, all while prioritizing sustainability. We are committed to minimizing our environmental impact through responsible sourcing, energy-efficient practices, and innovative waste reduction strategies.

With over 4,700 dedicated employees worldwide and growing, we are committed to excellence in every aspect of our operations, ensuring that our advancements not only drive biopharmaceutical development but also contribute positively to our planet's future.

USA
Thousand Oaks, CA

USA
RTP, NC
Holly Springs, NC

USA
College Station, TX

Denmark
Hillerød

United Kingdom
Billingham
Wilton
Darlington

Japan
Tokyo

4,700+
employees

Worldwide,
and growing

9

locations

With ongoing production or
expansions coming online
toward 2028

21
licenses

Commercial product
licenses supported

4

technologies

Microbial, Mammalian,
Cell & Gene Therapy and
Viral Vaccines



Strategy & Vision

In this section of the report, we explore our Partners for the Planet strategy and governance framework, highlighting our strong commitment to sustainability. We introduce how our initiatives focus on climate action, resource efficiency, and ESG principles, all aligned with Fujifilm Group’s Sustainable Value Plan 2030.

Our Vision

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

2030 targets

50%
CO₂e reduction and aiming
for net zero by 2040
Baseline year 2019
(Scope 1+ 2)

100%
electricity from
renewable sources

50%
CO₂e reduction*
in supply chain
Baseline year 2023
(Scope 3)

Continuously
reduce the
potential severe
injury rate year
on year

*Reduction relative to turnover

Our Sustainability Strategy



In our Sustainability Review, we reaffirm our aim to being the leading and most trusted Contract Development and Manufacturing Organization (CDMO), setting the standard for sustainable operations. We are dedicated to integrating environmentally conscious strategies and upholding high ethical standards across our entire value chain.

Our ongoing efforts as a CDMO and Partner for Life are driven by our Partners for the Planet strategy, which sits at the core of our existence. These efforts reflect our dedication to being a responsible company for both our stakeholders and the environment. While we acknowledge there is much to be accomplished, we are taking steps daily to ensure we meet our goals.

Aligned with Fujifilm Group's [Sustainable Value Plan 2030](#), which establishes environmental and social targets for all group entities, our Partners for the Planet strategy concentrates on five key areas outlined in this review.

We benchmark our actions via our commitment to industry-leading standards such as ISO 14001 certification and EcoVadis, having received silver

and bronze ratings for some of our facilities. Additionally, plans are underway to participate in the rigorous EcoVadis review for remaining sites in North Carolina and Texas. Adhering to ISO and EcoVadis standards demonstrates our commitment to sustainable practices.

We have conducted an assessment to identify key sustainability areas, enabling us to work strategically and prioritize our efforts. This approach ensures a comprehensive understanding of risks and opportunities, allowing us to make informed decisions that deliver value to our stakeholders while fostering long-term sustainability.

We remain steadfast in our commitment to reducing emissions and maximizing resource efficiency. Through rigorous assessment of raw materials, enhancement of recycling initiatives, and incorporation of cutting-edge technologies into our facility designs, we strive to minimize environmental impact.



Fujifilm Group commitment

FUJIFILM Holdings Corporation has been a participant of the UN Global Compact since June 2020, with engagement and progress updates available [here](#). Additionally, FUJIFILM Holdings Corporation is committed to the Science Based Targets initiative (SBTi) and has set near-term targets to align with 1.5 degrees Celsius.

FUJIFILM Biotechnologies has aligned our sustainability goals with FUJIFILM Holdings Corporation and contributed by sharing site-specific initiatives and achievements.



Our Five Focus Areas



Zero Impact from Operations



Ethical Procurement



Valued Partners for Customers



Real Patient Impact



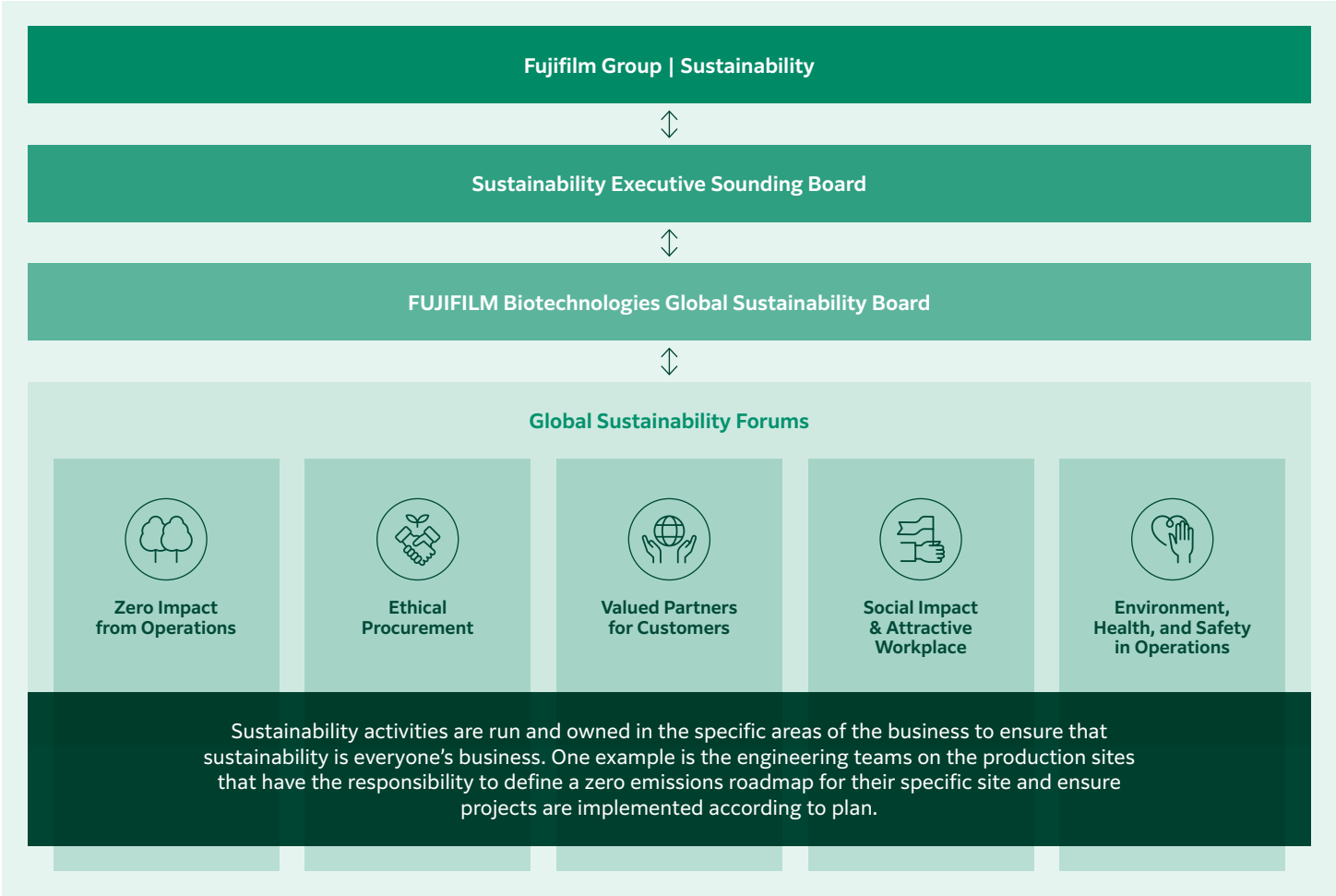
Safe & Attractive Work Environment

Governance

The executive management team at FUJIFILM Biotechnologies, represented within the Global Sustainability Board, has adopted our sustainability strategy, corporate policy, and related goals, ensuring progress through quarterly updates and reviews. The Sustainability Executive Committee actively oversees our efforts to achieve these goals, conducting two meetings annually to align with our defined ambitions.

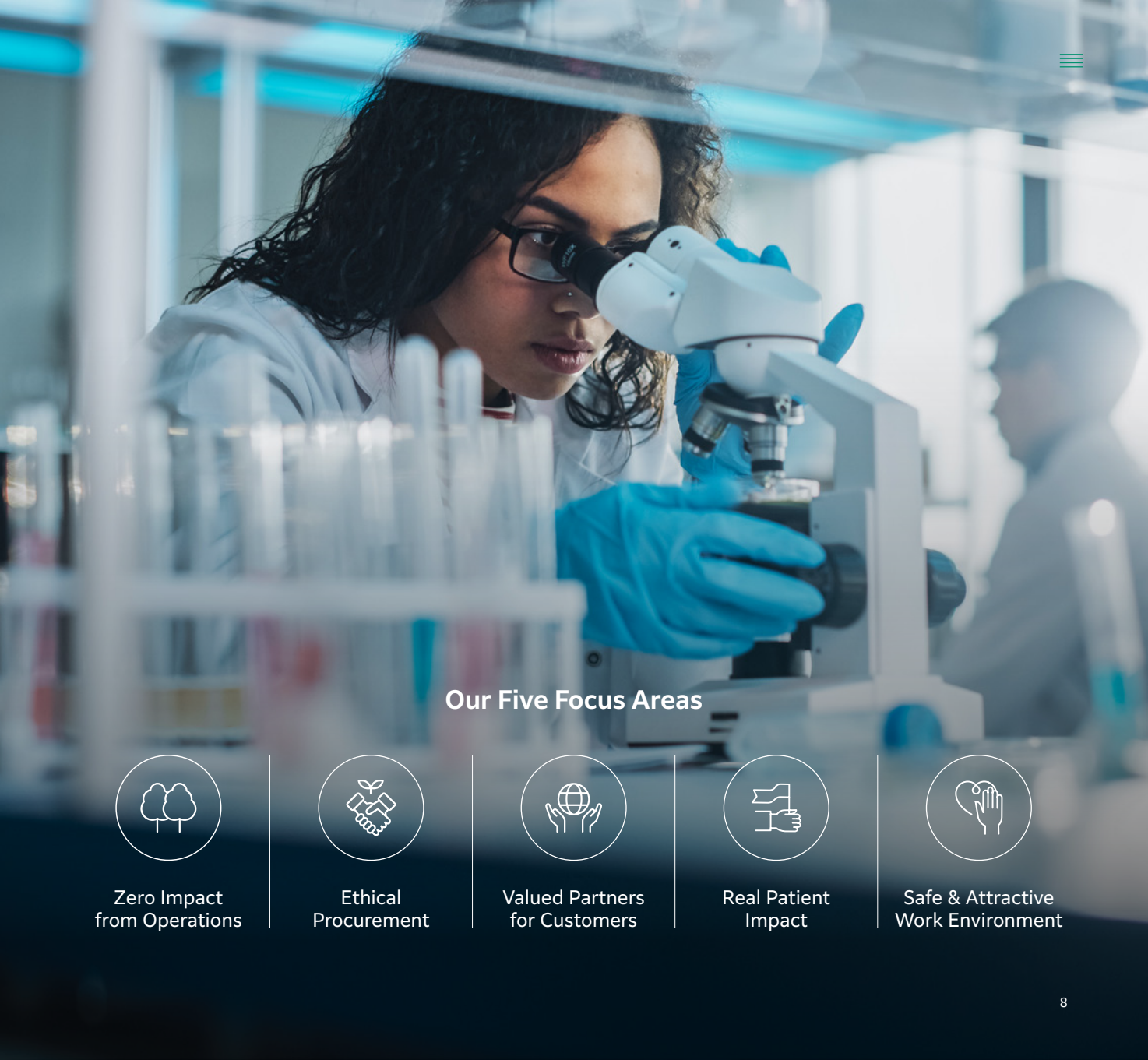
As something new this year to emphasize governance and commitment, FUJIFILM Biotechnologies is integrating sustainability measures into employee bonus targets at all levels, starting from FY 2024 onward. This approach ensures that sustainability is everyone's responsibility, with activities run and owned across specific business areas. Our engineering teams on production sites exemplify this commitment, as they are tasked with defining a zero emissions roadmap for their sites and ensuring projects are carried out according to plan.

Sustainability is central to FUJIFILM Biotechnologies' corporate governance and is interconnected with FUJIFILM Holdings Corporation (Group) ESG governance.



Focus Areas

In this section, we introduce our transformative approach, detailing how the Partners for the Planet strategy translates into specific actions across our five focus areas and our production sites. You will read about how we establish long-term, collaborative relationships, ensuring reliable access to life-changing therapeutics while prioritizing sustainability throughout our operations. As Partners for Life, we are committed to delivering therapeutics efficiently and sustainably, improving patient outcomes and advancing global medicine.



Our Five Focus Areas



Zero Impact
from Operations



Ethical
Procurement



Valued Partners
for Customers



Real Patient
Impact



Safe & Attractive
Work Environment



Zero Impact from Operations



Minimizing Environmental Impact Across Global Operations

We are steadfast in our pursuit of zero environmental impact, driving ambitious targets and visionary strategies for the years ahead, as outlined in our comprehensive Environmental Policy.

Growing Responsibly

As we expand, we remain mindful of our environmental footprint, particularly CO₂ emissions, embracing the opportunity to introduce sustainable business practices. In 2024/2025, our facilities focused on continuous improvement by reducing energy and water usage, adopting cleaner technologies, and minimizing waste at every production stage.

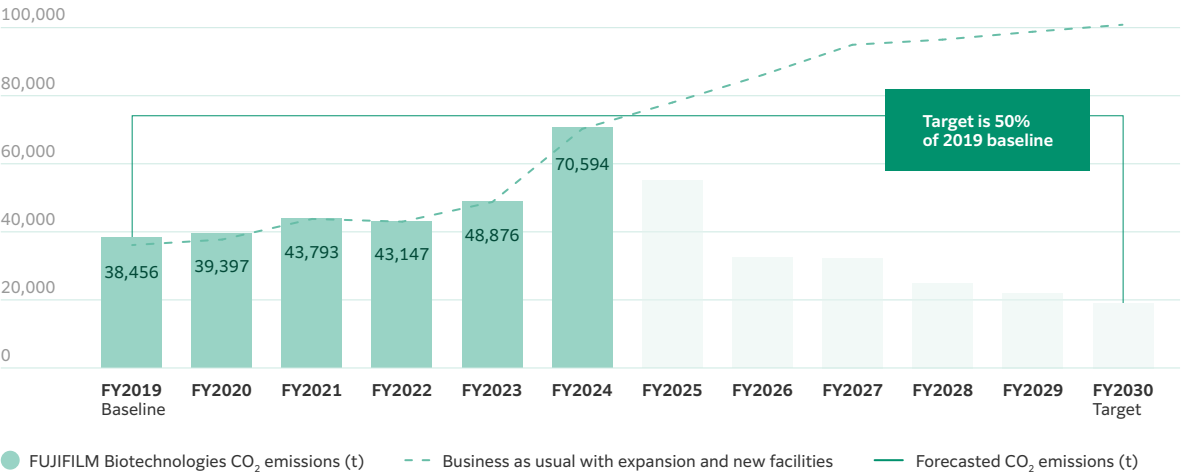
However, with new manufacturing facilities coming online in 2024/2025, specifically in Denmark and the US, we observed increased energy and water consumption and CO₂ emissions. The Hillerød site's major facility expansion has doubled our production capacity, leading to increased gas, electricity and water use. Similarly, the Holly Springs, NC site under construction in 2024/2025 has impacted our overall consumption. In 2024, we observed an increase in natural gas and electricity consumption by 41% and 35%, respectively, resulting in a 44% increase in CO₂ emissions (Scope 1+2), aligning with expectations.

In 2025 and 2026, we will be introducing sustainable electricity at our Denmark and US production sites, which will significantly reduce Scope 2 emissions.

Transparent Emissions Forecasting to 2030

We are dedicated to transparency in emissions data and updating forecasts based on the latest assessments. Our projections span from 2019 to 2030, highlighting major reductions and the transformative impact of initiatives like PPAs (Power Purchase Agreement) and vPPAs (Virtual Power Purchase Agreement).

FUJIFILM Biotechnologies CO₂-emissions, total and relative to sales
CO₂ from production



We have set a target of reducing overall CO₂ emissions from production by 50% by FY2030, using FY2019 as the baseline.

Renewable Energy Procurement Initiatives

With our renewable Power Purchase Agreements (PPAs) we are marking a significant shift to using renewable electricity, aiming to reduce fossil fuel dependency and emissions as we grow.

Vedde Solar Park

In September 2025, FUJIFILM Biotechnologies together with our partner Andel Energy achieved a significant milestone with the operational launch of the solar park near Vedde in Sorø municipality, Denmark, which will supply our facility in Hillerød, Denmark. Through a ten-year Power Purchase Agreement with Andel Energi, we will source renewable electricity to cover our current consumption, enabling the Hillerød facility to operate with 100% renewable electricity from October 2025. This initiative not only offsets our electricity consumption but also enhances Denmark’s renewable energy infrastructure, reflecting our commitment to sustainability and alignment with our Partners for the Planet strategy and Fujifilm’s [Sustainable Value Plan 2030 goals](#).

40GWh

sourcing of renewable electricity annually through a ten-year PPA with Andel Energi

100%

operations with renewable electricity from October 2025 at our facility in Hillerød, Denmark

Blevins Solar Project

In November 2025, it is expected that the Blevins Solar Project will go live with the ribbon cutting of the solar park. From April 2026 FUJIFILM Biotechnologies’ facilities in the US anticipate receiving renewable energy credits through the VPPA signed by FUJIFILM Holdings America Corporation. This agreement allows us to offset 100% of the electricity use for our North America facilities, significantly reducing our carbon footprint and aligning with our sustainability targets. This strategic advancement underscores our commitment to a decarbonized future and achieving our environmental goals.

100%

offset of our electricity use at all our US facilities

Purchase Power Agreement (PPA) & Virtual Power Agreement (VPPA)

A PPA is a long-term contract between an electricity generator (the seller) and an electricity consumer (the buyer, in this case, FUJIFILM Biotechnologies) for the production and offtake of electricity. The generator constructs, operates, and maintains the physical energy asset, and FUJIFILM Biotechnologies consumes and pays for the electricity delivered. PPAs are used to construct new renewable energy assets, often located outside the consumer’s premises and delivered via the public electricity grid. A Virtual Power Purchase Agreement (VPPA) allows FUJIFILM Biotechnologies to receive renewable energy credits and financial settlements without taking physical delivery of the electricity.



Spotlight Initiatives

We are committed to evolving our strategies and innovations to achieve zero impact from operations, ensuring a future that is both responsible and sustainable for our organization.



College Station, Texas, USA

This year, we have made considerable progress in our waste management efforts. We successfully directed 70% of the waste generated at our site towards reuse and recycling initiatives.



The Texas site, has focused on waste management since 2022 and was awarded an environmental accolade by the State of Texas in 2023 for achieving a 40% reduction in landfill waste. By 2024, 70% of the waste leaving the site was directed towards sustainable streams like reuse and recycling.”

Erin Dunn
Associate Director, EHS & Biosafety Officer



Morrisville, North Carolina, USA

This year, we were honored with an Ecovadis bronze medal in recognition of our sustainability efforts. Our focus has been on reducing energy consumption in our cold rooms by implementing the most efficient solutions during replacement processes.



We have had a third-party to evaluate sustainability in our operations which awarded us with an Ecovadis bronze medal. We are continually striving for improvements and have reduced our cold room energy consumption and significantly reduced our waste to landfill over the last year.”

Samuel Jacobs
Senior Director, Engineering & Facilities



Billingham, United Kingdom

Our focus has been on optimizing gas boilers and pursuing energy-efficient expansions. We employed best available technology in low energy water treatment projects, including cold water for injection (WFI), to achieve this goal.



Producing water for injection cold instead of hot will reduce our energy consumption, and all of our expansions coming online in 2026 will run on renewable electricity.”

Michael Quin
Senior Director of Manufacturing



Holly Springs, North Carolina, USA

This year, we have installed solar power on the roof of our facility, and implemented a water recovery system from our HVAC system which reduces our water demand.



This Holly Springs site was in a commissioning phase in FY2024, and sustainability has been a core part of the design. We are pursuing an ambitious LEED certification, which has given us the opportunity to examine every aspect of the design, allowing us to reduce energy, water, and waste while also protecting our surrounding environment.”

Matt Kuntz
Senior Director, EHS & Sustainability



Hillerød, Denmark

This year, we concentrated on enhancing the efficiency of our energy and water systems by leveraging data to optimize our systems and equipment. These efforts have improved reliability and reduced costs. We’ve also made significant progress on key projects aiming to minimize future environmental impact, including our water recovery initiative and the advancement of our large-scale heat pump for space heating.



We have continuous improvement at the center of what we do and how we operate. Additionally we are proud to be converting to renewable electricity in October 2025.”

Jens Ole Petersen
Director of Technical Engineering and Maintenance



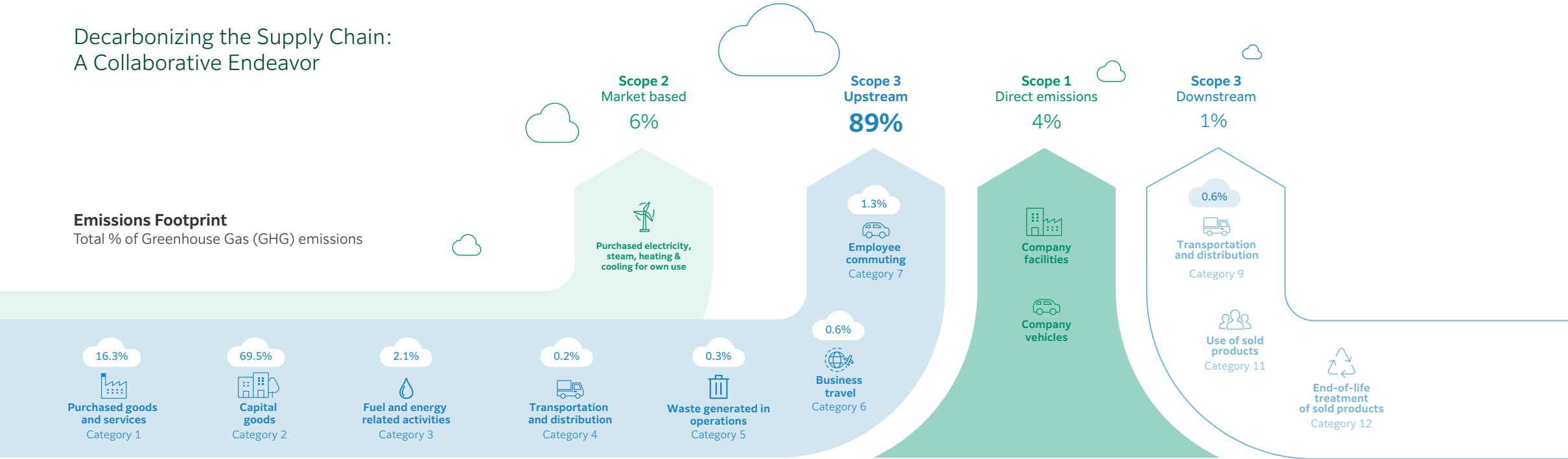
Ethical Procurement



Decarbonizing the Supply Chain: A Collaborative Endeavor

Emissions Footprint

Total % of Greenhouse Gas (GHG) emissions



Reducing Emissions by Building Better Relationships

Last year, we established a strong foundation for managing Scope 3 emissions, which account for about 90% of our total footprint. Key initiatives included mapping Scope 3 categories, introducing ESG clauses in supplier contracts, launching supplier assessments, and joining PSCI

(Pharmaceutical Supply Chain Initiative) and SPP (Sustainable Procurement Pledge). These actions provided the baseline for the work that followed.

In this reporting year, we have built further on that foundation and taken important steps to move from principles to practice. We strengthened the quality of our Scope 3 data, launched a global

training program, developed a toolbox to make sustainability actionable for colleagues, and expanded collaboration with suppliers through regular reviews and shared expectations. Together, these actions mark the transition from setting ambitions to embedding sustainability into everyday decisions.

**From Estimates to Insights
– Strengthening Scope 3 Data**

Over the past year, we have rebaselined and updated our calculations to ensure comparability across years, recalculating 2023 with the improved methodology to provide a consistent baseline for measuring progress.

In this reporting year, our total greenhouse gas inventory confirms that Scope 3 remains by far the largest contributor to our climate footprint, accounting for around 90% of total emissions. For context, Scope 1 accounts for approximately 4% (28,924 tCO₂e) and Scope 2 for around 6% (41,670 tCO₂e).

Scope 3 emissions reached 703,134 tCO₂e, compared to 692,698 tCO₂e the year before – a slight increase of 1.5%. This increase was spread

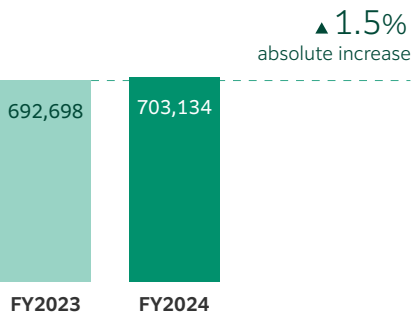
across several categories and mainly reflects continued business growth. At the same time, revenue increased at a faster pace, which means that Scope 3 intensity – emissions per revenue dollar – decreased by 2.2%. In other words, absolute emissions rose slightly, but relative performance improved.

Within Scope 3, two categories dominate: Capital Goods and Purchased Goods & Services, together representing more than 85% of the total. This reflects our role as a CDMO, where large investments in facilities and high purchasing volumes are central to our business model.

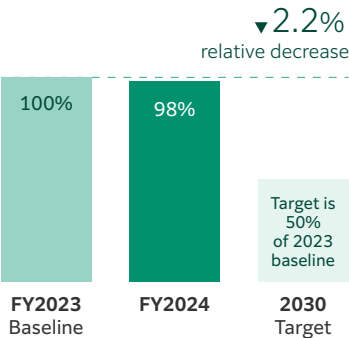
A major methodological step this year was the transition from a purely spend-based calculation to a hybrid model. For Purchased Goods & Services, our current data mix consists of 39% spend-

based, 40% activity-based, and 21% primary supplier data. This shift provides a more accurate picture of our footprint, supports targeted supplier engagement, and aligns with growing expectations from external stakeholders.

Scope 3 emissions (tCO₂e)



**Scope 3 intensity index
(tCO₂e per sales index)**





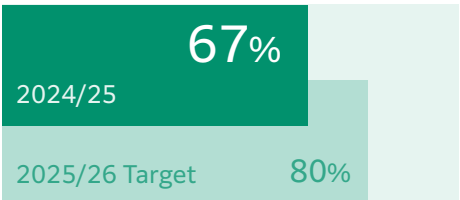
**Driving Responsible Sourcing
– Our Code of Conduct Initiative**

One of the cornerstones of our responsible sourcing strategy is our [Business Partner Code of Conduct](#), which outlines expectations for ethics, human rights, environmental responsibility, and business integrity. It has become a central element in how we engage with suppliers and communicate our sustainability standards.

At present, 67% of our supplier spend is covered by suppliers who have acknowledged the Code of Conduct. The Code is embedded into supplier onboarding, updates to existing partnerships, and new contractual agreements, ensuring that expectations are communicated and understood across both new and long-standing relationships.

To strengthen our impact, we also align with external initiatives. As a core driver, we have adopted the supplier expectations outlined in the Sustainable Markets Initiative (SMI), signaling our support for a global effort to raise standards and ensure consistency in what suppliers are asked to

**Supplier Spend covered by the
Business Partner Code of Conduct**



deliver. By embedding these principles, we help amplify a shared voice across the industry.

The [Business Partner Code of Conduct](#) is more than a document – it is a shared reference point for accountability, collaboration, and progress.

**Building Internal Capability
– Training, Toolbox, and Engagement**

A key milestone in our Scope 3 journey has been equipping colleagues across the organization to actively engage with suppliers on sustainability. To support this, we launched an interactive e-learning module on sustainable supplier engagement. The training is now part of our global platform, and 96% of targeted employees have completed it, demonstrating strong uptake and commitment.

To make sustainability practical in day-to-day work, we developed an ESG toolbox. It contains ready-to-use materials such as an ESG questionnaire, guidance for business reviews, standard contract clauses, and suggested discussion points for supplier meetings. The toolbox is designed to make

Training completed



sustainability expectations easy to apply in real supplier interactions, regardless of role or level of experience.

In addition, we hosted two global internal webinars – one for all employees and another tailored for the Procurement and Sourcing teams. These sessions created space for dialogue, raised awareness, and encouraged colleagues to share experiences and questions. Combined, the training, toolbox, and webinars show how sustainability is no longer confined to a single function, but is becoming an integrated part of our culture and collaboration with suppliers.

**Embedding ESG in Decision-Making
– Packaging Tender Case**

Sustainability is increasingly becoming an integrated part of how we evaluate and select suppliers. A clear example is our recent packaging tender for a new product expansion, where ESG

criteria were placed at the very center of the process.

We developed a comprehensive ESG questionnaire that went beyond standard screening. It covered areas such as emissions, recyclability, circularity, and innovation, ensuring that sustainability performance was assessed alongside technical and operational requirements.

The supplier ultimately selected not only met all technical and operational criteria but also achieved one of the highest sustainability scores among all participants. Their openness during dialogue and clear ambition stood out, giving us confidence in their ability to support our long-term goals.

This case illustrates how ESG is becoming a decisive factor in commercial choices, and how sustainability is no longer a separate consideration, but a core element in everyday business decisions.



Valued Partners for Customers

Transforming the Industry:
Partners for Life and
Partners for the Planet

At FUJIFILM Biotechnologies, we aspire to transform the CDMO market by evolving from traditional transactional models to becoming true Partners for Life and Partners for the Planet. We aim to be more than a traditional CDMO.

This dual mindset, focused on building trust with our customers and environmental stewardship, forms the cornerstone of our ambition to be the most trusted and sustainable partner in the biopharmaceutical industry. Our global teams are dedicated to this cause.

Partners for the Planet Strategy

By integrating sustainability into our core operations, we enhance the resilience of our partnerships, setting a new standard within the industry.

Partnering Model for Key Customers

- **Integrated Governance:**
Central to our governance model, we conduct frequent meetings to develop strategic roadmaps and sustainability targets.
- **Dashboard Monitoring:**
Performance and environmental impact are closely tracked, facilitating transparency and continual improvement projects.
- **Knowledge Sharing:**
We consistently exchange best practices to optimize both business outcomes and environmental responsibility.

As Partners for Life, our customers benefit from comprehensive services, spanning early-stage development to scalable commercial



manufacturing, ensuring continuity throughout the product lifecycle. Utilizing cutting-edge technologies and expertise, we bring innovative therapies to market efficiently. Our integrated global kojoX network provides the flexibility essential for adapting to market changes, all while minimizing environmental impact.

We work closely with our partners to increase transparency on environmental impacts across the value chain; an integral component of our Partners for the Planet strategy. By providing clear insights and data, we enable customers to make informed, sustainable choices and closely follow the impact of the activities we are performing for them.

2024 Highlights

- **The stakeholder engagement webinar**
Engaged 70 external participants in January, fostering industry collaboration.
- **Publishing our Annual Sustainability Review**
Delivered comprehensive updates on progress and new sustainability initiatives.
- **Training of our commercial team**
Equipped our team with the skills needed to strengthen customer relationships and sustainability practices.
- **Individual partnership workshops and governance**
Setup with key customers and developing roadmaps on mutual improvements identified.



Real Patient Impact

As a Contract Development and Manufacturing Organization (CDMO), we serve as a crucial partner to biopharmaceutical companies, supporting them to bring life-impacting treatments to market efficiently.

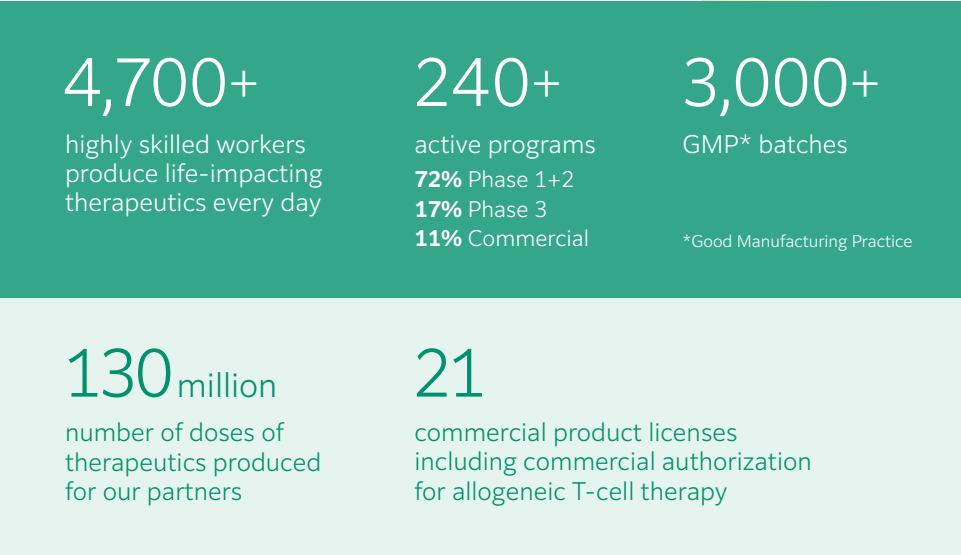
Every day, our employees play a vital role in accelerating the availability of these treatments, profoundly affecting the lives of patients and their families; a responsibility that resonates deeply with our team and motivates them daily.

Our adaptable production facilities are designed to meet the varied requirements of life science companies, from development to clinical trials to commercialization. By providing services from our state-of-the-art facilities, we enable biopharmaceutical customers to bypass the costs and time associated with building their own, helping them navigate the regulatory pathway faster and ultimately deliver medicines to patients more quickly.

We take immense pride in the efforts of our teams. With over 4,700 dedicated employees, we work tirelessly to manufacture therapeutics for a range of indications, such as Alzheimer's Disease, Cancer, and Autoimmune Diseases. Their commitment enhances patients' lives, producing medicines for both investigational and approved use. In 2024, we achieved a impactful milestone by producing a substantial volume of Active Pharmaceutical

Ingredients for commercial use. This effort resulted in the production of over 130 million doses of therapeutics, supporting our partners' commitment to improving patient care globally.

As more capacity becomes available in the coming months and years, at our sites, this impact will continue to grow.





Safe & Attractive Work Environment



As a People First company attracting and retaining the right talent is vital. We are committed to fostering a culture of transparency and trust, prioritizing behaviors that enhance employee experience and create an outstanding workplace.

Safety

Providing a safe and healthy working environment is central to our mission. We comply with applicable occupational health and safety regulations designed to prevent workplace accidents. Our Lost Time Injury frequency per million working hours is: 2.32 ending Fiscal Year 2024; confirming our high focus on a safety culture. By having a target to continuously reduce the potential severe injury rate year on year, our focus remains on risk identification and control, with the objective of ongoing improvement.

Attractive Workplace

At FUJIFILM Biotechnologies, “People First” is one of our three strategic priorities. We embrace Nine People Fundamentals that form the backbone of our culture, nurturing trust and establishing a unified approach to how we engage and lead across the organization. These fundamentals inspire us to prioritize safety and psychological well-being, fostering a culture of empowerment where everyone can bring their full selves to work. By leading with purpose and meaning, we drive our business forward, attracting and retaining top talent. There are specific global initiatives aimed at providing employees with an inclusive, supportive work culture, opportunities for professional development, and resources for well-being.

People Fundamentals

In 2024, the People and Culture team launched training modules on the 9 People Fundamentals for the entire workforce. By March 31, 2025, we completed the global roll-out of our People Fundamentals. Celebrating this success, the first annual People Fundamentals Day was held on April 30, 2025, across our sites. This event was more

than just a gathering; it was a spirited celebration and an opportunity for colleagues to reflect on our shared values that bind us together.

People Fundamentals Day aimed to strengthen the commitment to the People First ethos, deeply rooted in our 9 People Fundamentals which

define FUJIFILM Biotechnologies’ organizational culture and strategic focus. It offered a unique opportunity for colleagues to come together, explore these principles, and witness how they guide interactions, decision-making, and collective success in all aspects of work.

The 9 People Fundamentals

How we show up	How we interact	How we lead
We foster psychological safety	We assume trust and expect ownership	We lead people and manage processes
We bring our full selves to work	We value teams over hierarchy	We lead through purpose and meaning
We seek attitude when we hire and promote	We support individual growth through empowerment	We lead for the future



Transferring Talent

We are committed to nurturing our employees' growth, and our talent transfer program offers a unique opportunity for temporary international assignments across our network. Currently, secondment opportunities are available in Toyama, Japan and in Kaisei, Japan.

These assignments offer invaluable professional development, enhancing career growth and bringing fresh perspectives to projects. Focus areas include engineering, administration, research, and other emerging needs. At present, 6 individuals are part of the talent transfer program, contributing to various sectors, with additional employees preparing for their journey.

Global Gemba Program

We have established the Global Gemba Program offering a unique professional development opportunity for colleagues, focusing on building networks, gaining experiences, and enhancing skills. It's a short-term (up to 1 year) secondment to the Fujifilm R&D center in Kaisei, Japan, primarily for early career staff in non-managerial roles. The program emphasizes personal and professional growth through ongoing project work in optimization and innovation. Overall, the Global Gemba Program strengthens Fujifilm's global talent network and contributes to the company's long-term strategic goals.

Trust Barometer Survey

At FUJIFILM Biotechnologies, trust is a cornerstone of our strategy and a vital measure of success. It drives us to build a People First culture, fundamentally enhancing workplace dynamics and ensuring transformative innovation and commitment to excellence.

Why We Focus on Trust? - Trust fosters ownership, collaboration, and a sense of empowerment, enabling us to leverage our scientific advances and fulfill our mission. Without trust, progress stalls, making it essential for achieving our 2030 Strategy goals.

We conduct the Trust Barometer Survey annually in May to gauge trust at three critical levels:

- 1 Trust in Self**
Are employees confident, valued, and empowered?
- 2 Trust in Direct Leaders**
Do employees feel supported and fairly guided?
- 3 Trust in the Organization**
Do employees believe in the company's direction and leadership?

The survey results, with participation rates rising from 63% in 2023 to 67% in 2024, are shared with site leadership teams to identify actions that enhance trust. Discussing and reflecting on these results is crucial for fostering a collaborative environment and achieving our commitment to being Partners for Life.



Putting People First is one of our key strategic pillars.

By measuring trust regularly, we aim to strengthen our collaboration and improve the quality of life for people worldwide through our products and services, continually making FUJIFILM Biotechnologies a great place to work.

We Are Growing

In 2024, our workforce expanded by 13%, and we expect to sustain or surpass this growth in the years ahead.

We remain committed to fostering a workplace where open dialogue is encouraged, individual experiences are valued, and skills are continuously developed. Every employee is respected for their unique story and is provided with equal opportunities for career advancement throughout Fujifilm.

Certifications & Data Disclosure

In this section, we present our commitment to sustainability through robust environmental and safety standards at all sites. Learn how we integrate ISO benchmarks, EcoVadis assessments, and LEED certification to enhance operations. By engaging in initiatives like PSCI, we promote ethical supply chain practices, ensuring reliable and sustainable operations that advance global medicine and improve patient outcomes.



Certifications

We are committed to upholding consistent environmental and safety standards throughout all our operations. By aligning with internationally acknowledged benchmarks such as ISO 14001 and ISO 45001, we elevate environmental performance and ensure employee safety. Utilizing EcoVadis for independent sustainability assessments and incorporating LEED certification standards in our expansion initiatives further reflects our dedication. Our proactive involvement in industry collaborations like PSCI and SPP highlights our support for ethical supply chain practices and responsible procurement, fostering continuous improvement and leadership in sustainability.

Moreover, our active membership in the global network Biophorum places us in relevant working groups, enabling collaboration with partners across the value chain to define industry best practices.

Commitment to Uniform Standards and Responsible Procurement

In our operations, we uphold uniform standards in environmental management and occupational health and safety across all sites, drawing inspiration from globally recognized standards like ISO 14001 and ISO 45001. Adhering to these practices enhances our environmental performance, reduces workplace risks, improves employee safety, and supports a culture of safety and well-being.

We utilize the EcoVadis platform to receive third-party assessments of our sustainability performance. This tool provides a systematic

approach to measuring our current status, offering suggestions for improvement, and helping us develop roadmaps to enhance sustainability practices across our sites.

For capital expansion projects, we aim for LEED certification at our greenfield site, guiding our performance toward sustainable construction standards.

Additionally, FUJIFILM Holdings Corporation has committed to global frameworks such as the Science Based Targets initiative (SBTi), the Carbon Disclosure Project (CDP), RE100, and the United Nations Global Compact. We align our sustainability efforts with these initiatives to reduce emissions, increase transparency, and promote renewable energy.

Supply Chain Collaboration

We actively engage in key industry initiatives that highlight 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, covering labor rights, environmental management, and long-term social impact.

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



SCIENCE
BASED
TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION





Data Disclosure

Key figures**

Environmental and social data

	2024/25	2023/24	2022/23	2021/22
Environment				
Gas consumption (Nm³)	12,026,229	8,516,314	7,963,726	8,442,227
Power consumption (GWh)	126.7	93.6	82.3	78.2
Share of renewable energy (%)	10.5	14.9	15.9	12.7
CO ₂ e, Scope 1 (t)	28,924	19,956	18,822	19,921
CO ₂ e, Scope 2 (t)	41,670	28,921	24,324	23,873
CO ₂ e, Scope 3 (t)	703,134	692,698		
Scope 3 intensity index	98	100		
Water consumption (m³)	1,050,248	817,222	642,511	538,474
Waste from operations				
Waste to energy (t)	880	911	882	900
Waste recycling (t)	5,271	5,698	6,333	5,400
Simple disposal (t)	862	1,282	932	1,279
Total waste (t)	7,013	7,891	8,146	7,579
Recycling index (from operations)*	7.1	5.2	7.7	4.9

* Recycling index = (Waste to energy + Waste to Recycling) / Simple disposal
** Data shown as of fiscal year 2024: ending March 31 2025

	2024/25	2023/24	2022/23	2021/22
Waste from large construction sites				
Total waste (t)	5,871	5,327	2,717	1,463
Recycling rate approx. (%)	80	87	94	94
Social				
Full-time workforce (FTEs)	4,704	4,157	3,959	3,443
Gender split female/male (%)	43/57	43/57	42/58	42/58
Lost Time Injury frequency (No. per mill. working hours)	2.32	1.65	2.59	1.66
Scope 3				
Business Partner Code of Conduct acknowledged	67%			
Training completed	96%			
Scope 3 data mix, category 1	Spend 39% Activity 40% Primary 21%	Spend 100%		

Total Scope 3 emissions

	CO ₂ e (t)	% of Scope 3
2023		
Category 1	147,323	21.3%
Category 2	517,811	74.8%
Category 3	11,279	1.6%
Category 4	731	0.1%
Category 5	2,113	0.3%
Category 6	4,026	0.6%
Category 7	9,415	1.4%
Total	692,698	100%
2024		
Category 1	126,094	17.9%
Category 2	537,875	76.5%
Category 3	16,293	2.3%
Category 4	1,450	0.2%
Category 5	2,101	0.3%
Category 6	4,357	0.6%
Category 7	10,089	1.4%
Category 9	4,875	0.7%
Total	703,134	100%



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