

FUJIFILM Biotechnologies

Sustainability Review FY2025

Partners for *Life*





Partners for the Planet is our company-wide approach to sustainability. It brings together employees, customers, suppliers, and community organizations to reduce environmental impact and create long-term value.

→ [Page 8](#)



Through the STEM Ambassador programs we are igniting the fire of curiosity in tomorrow's workforce today.

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About this Review

We publish this Sustainability Review annually to share progress, challenges, and next steps as we progress along our sustainability journey. Earlier editions focused on establishing baselines and identifying priority projects. This edition expands to include more comprehensive metrics, site-level case studies, and third-party partnerships.

In this year's review, we describe the continued evolution, highlighting how Partners for the Planet initiatives are integrated into daily operations and long-term planning.

While this report covers the fiscal year (FY) ended March 31, 2026, FUJIFILM Diosynth Biotechnologies rebranded to FUJIFILM Biotechnologies on June 2, 2025. The rebrand did not change the legal names of any entities within the FUJIFILM Biotechnologies group and has no impact on regulatory or legal filings. Accordingly, this report is presented under the FUJIFILM Biotechnologies name and reflects the Group's consolidated activities for the period.

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01

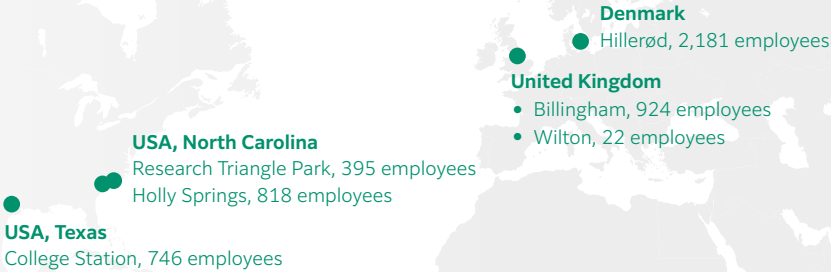


About FUJIFILM Biotechnologies

We are a biopharmaceutical development and manufacturing partner. We support customers, from emerging biotechs to global biopharma, in bringing medicines to patients by providing process development, clinical and commercial manufacturing and related services. We are part of the broader Fujifilm Group, which applies science and engineering to solve social and healthcare challenges.

FUJIFILM Biotechnologies At-a-Glance

We are a Contract Development and Manufacturing Organization (CDMO)



5,000+

employees across 5 locations

producing life-impacting therapeutics every day, with further expansions coming online throughout 2028

FUJIFILM Biotechnologies provides end-to-end CDMO services for biologics, vaccines, and advanced therapies, supported by state-of-the-art facilities in the United States, United Kingdom, and Denmark. Through our fully integrated **kojoX™** network, we enable seamless progression from preclinical development to commercial launch.

Our comprehensive solutions combine scientific expertise, regulatory know-how, and cutting-edge manufacturing to accelerate timelines, support compliance, and drive successful outcomes.

21
active licenses

commercial product
licenses supported

4
technologies

microbial, mammalian,
cell & gene therapy and
viral vaccines

240+
programs

72% Phase 1+2
17% Phase 3
11% Commercial



KojoX is our innovative approach to the design and build of a modular, agile network that enables scale, speed and resilient supply chain assurance so we can deliver life-changing medicines to our customers and their patients faster.

“Kojo” is a Japanese word with two meanings - ‘improvement’ and ‘factory.’ We have internalized this philosophy and called it “kojoX,” signifying the exponential impact we aim to make in transforming the bioproduction industry.

Partners for *Life*

United as 5,000+ employees, we strive to be biopharma's most trusted Partners for Life, with sustainability as a core element.

As a trusted partner, we work in strategic collaboration with our customers to efficiently manufacture safe and effective therapies that improve patients' lives, while maintaining a focus on sustainability at each step in the supply chain.

We are committed to reducing our environmental footprint through responsible sourcing, energy-efficient operations, and innovative waste-reduction strategies.



Maja Pedersen
President and COO

Letter from the President & Chief Operating Officer
and Chief People Officer

Local Action. Shared Accountability.

As we publish this year's Sustainability Review, we want to recognize the progress made across our organization and, importantly, the people who are making it happen.

Our Partners for Life identity is a commitment that starts with the patients who ultimately depend on the medicines we help manufacture. But it reaches further. It is reflected in how we work with our customers, how we care for our people, how we contribute to the communities around us, and how responsibly we operate our business.

That is where sustainability becomes very tangible.

Over the past year, our Partners for the Planet commitments have increasingly moved from roadmaps and plans into action at our sites. Across our network, teams are finding ways to reduce energy and water consumption, minimize waste, improve safety and make more thoughtful choices about how we use resources.

That shift matters. Plans and roadmaps are important, but ultimately progress comes from getting stuff done.

We want us to become an organization known for exactly that. An organization that turns good thinking into action, moves with purpose, and measures itself by the outcomes we create. In sustainability, we can already see what happens when ownership moves closer to the work and teams are empowered to act. Local actions become measurable progress, and collectively they create meaningful impact across our network.

They also make us a stronger business.

Sustainability and operational excellence are closely connected. Using fewer resources, reducing waste and designing more efficient processes are good for the environment, but they also help us build more resilient and robust operations. The same discipline that helps us

deliver reliably for our customers and their patients can help us improve our environmental performance.

We believe strongly in local ownership. The people closest to our operations often understand best where we can make a difference. Our sites also operate in very different environments, with different energy systems, water challenges, regulations and community needs. Giving our site teams ownership allows them to focus on the actions that can have the greatest impact locally.

But local ownership does not mean operating independently. We are one network, and with ownership comes accountability. We need clear expectations, transparency about our progress and a willingness to learn from each other. When one site finds a better way, we should be curious about what the rest of our network can learn from it. And where progress is slower than we want, we should be equally transparent about that, understand what is getting in the way, and act.

This is also an important expression of our People First culture. Our people power our performance. The colleagues working with our processes, equipment, facilities and systems every day see opportunities that cannot always be identified from central hubs and functions.

You will see examples throughout this review of that ownership in action. You will also see how we are measuring our progress across areas including energy and emissions, water, waste and circularity, and safety. We want to be transparent about both the progress we are making, the mistakes we make, and the work that remains.

Thank you to our sustainability teams, site leaders, operators, engineers, People & Culture colleagues and the many others who have contributed. The progress in this review belongs to you.

As we look ahead, let us build on what this journey is already showing us: set a clear direction, put ownership close to the work, learn from each other, and turn our commitments into action. Get stuff done.

Maja Pedersen
President and COO

Dennis Pedersen
Chief People Officer

“
We believe strongly in local ownership. The people closest to our operations often understand best where we can make a difference.”



Dennis Pedersen
Chief People Officer

02



Strategy and Vision

Our sustainability strategy “Partners for the Planet” outlines our strategy and governance framework, highlighting our commitments related to the ESG areas.

Our Sustainability Strategy: Partners for the Planet

Aligned with the Fujifilm Group’s Sustainable Value Plan 2030, our Partners for the Planet strategy helps guide our work across operations, supply chains and local communities.

Through our Partners for the Planet strategy, we aim to strengthen our role as a trusted CDMO partner by reducing operational environmental impact, engaging suppliers and supporting more transparent customer collaboration. We have integrated environmental and climate considerations into our strategy, while upholding high ethical standards within our operations and across our value chain.

Our Partners for the Planet strategy is operationalized through five key areas, each of which is detailed in this Review:

- Zero Impact from Operations
- Ethical Procurement
- Valued Partner for Customers
- Real Patient Impact
- Safe and Attractive Work Environment

Our 2030 Targets

Our targets include reducing greenhouse gas emissions by 50% by 2030, using electricity primarily from renewable sources, improving recycling and waste management, and strengthening ethical, environmental and social standards throughout our supply chain.

These efforts reflect our commitment to responsible growth for our stakeholders and to the environment. While much remains to be done, we are taking steps every day to meet our goals.

Monitoring Our Progress

We monitor and benchmark our performance through EcoVadis, a globally recognized provider of business sustainability and ESG ratings. Our Denmark operations have achieved a Gold rating, while our site in Billingham, UK, and Research Triangle Park (RTP) and Holly Springs facilities in North Carolina, USA, have achieved Silver ratings. We also plan to complete the EcoVadis assessment for our Texas site in the coming year, meaning that all our sites will be individually evaluated by EcoVadis annually from FY2026 onwards.

We remain committed to reducing emissions and maximizing resource efficiency. Through careful evaluation of raw materials, expanded recycling initiatives, and the integration of more efficient technologies into facility design, we continue our

Fujifilm Group Commitments

FUJIFILM Holdings Corporation has participated in the UN Global Compact since June 2020 and reports on progress publicly. FUJIFILM Holdings Corporation is also committed to the Science Based Targets initiative (SBTi) with near-term targets aligned to a 1.5°C pathway. FUJIFILM Biotechnologies aligns our goals with FUJIFILM Holdings Corporation and contributes through site-specific initiatives and achievements.

WE SUPPORT



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

efforts to reduce the environmental impact of our operations where we have influence.

Since June 2020, FUJIFILM Holdings Corporation has been a participant in the UN Global Compact and publishes updates on its progress. The company is committed to the Science Based Targets initiative (SBTi), with near-term goals aligned to a 1.5°C trajectory. It has also earned a CDP A+ score in Climate, Water Security, and Supply Chain Engagement for four consecutive years. Fujifilm Biotechnologies aligns its objectives with FUJIFILM Holdings and advances them through site-specific initiatives and achievements.

Vedde Solar
Park, Denmark



Our Sustainability Strategy: Partners for the Planet

Partners for the Planet is our company-wide approach to sustainability. It brings together employees, customers, suppliers, and community organizations to reduce environmental impact and create long-term value. Partners for the Planet turns goals into action through site-level projects, cross-functional working groups, and transparent metrics.

Our Vision



We aim to be a trusted CDMO partner advancing sustainable operations through transparent targets and measurable progress

Our 2030 targets

Scope 1 + 2 50% CO₂e reduction and aiming for net zero by 2040 Baseline year 2019	Renewable Electricity 100% electricity from renewable sources
Scope 3 50% CO₂e reduction* in supply chain Baseline year 2023 *Reduction relative to turnover	Safety Continuously reduce the potential severe injury rate year-over-year

Our Five Focus Areas

- 

Zero Impact from Operations

We work to reduce operational impact through site-level roadmaps for energy, emissions, water and waste.
- 

Ethical Procurement & Supply Chain

We engage suppliers on environmental and social standards and embed ESG criteria into procurement.
- 

Valued Partners for Customers

We provide customers with environmental data, transparency and partnership dialogue.
- 

Real Patient Impact

We help biopharmaceutical partners develop and manufacture life-impacting therapies through reliable, scalable CDMO services.
- 

Safe & Attractive Work Environment

We strengthen safety, trust and engagement through local ownership and a People First culture.

Our Five Focus Areas



Zero Impact from Operations (Scopes 1 & 2)

What We're Doing

Reducing operational emissions through renewable electricity procurement, energy efficiency and improved facility design, while advancing water reuse, water efficiency and waste reduction.

This Year

Agreements became operational for Hillerød, Denmark and U.S. facilities, supporting market-based Scope 2 reductions. Sites also continued efficiency projects, including HVAC optimization, heat recovery and water reuse. We saw temporary increases in energy and water use due to expansions coming on line, and we remain focused on our 2030 reduction trajectory.

i How We Measure

We measure Scope 1 and 2 (absolute and intensity), renewable electricity share, energy and water intensity, waste diversion. Progress is reported against a 2019 baseline with market-based Scope 2 emissions.



Ethical Procurement & Supply Chain (Scope 3)

What We're Doing

Strengthening responsible procurement and supply chain transparency through robust Scope 3 data, supplier engagement, and clear environmental and social expectations.

This Year

We calculated Scope 3 using a hybrid methodology and confirmed that Scope 3 represents around 90% of our total footprint. We increased Business Partner Code of Conduct coverage and supplier training, and aligned our work with relevant industry initiatives such as the Pharmaceutical Supply Chain Initiative (PSCI), the Sustainable Procurement Pledge (SPP) and implemented SMI supplier expectations, where applicable.

i How We Measure

We measure supplier spend covered by assessments, supplier risk coverage, Business Partner Code of Conduct acknowledgment, corrective action closure, Scope 3 category coverage and emissions intensity.



Valued Partner for Customers

What We're Doing

Integrating environmental considerations into program governance, selected design choices and data transparency, while meeting quality and regulatory requirements.

This Year

We provided environmental data and improvement options more consistently in customer dialogues, enhanced transparency through dashboards and lifecycle hotspot insights where relevant, and shared learnings across programs. We also received sustainability-related recognition from one of our key customers.

i How We Measure

We track progress through customer feedback, programs supported with environmental data or improvement options, relevant operational performance indicators, and estimated emissions and waste implications where methodology is available.



Real Patient Impact

What We're Doing

Supporting reliable, high-quality manufacturing from development through commercial supply, helping partners bring medicines to patients efficiently.

This Year

As our capacity expanded, we supported production across multiple indications and strengthened our ability to deliver reliable, compliant and efficient manufacturing.

i How We Measure

We track progress through batches released, right-first-time performance, release lead time, supply continuity metrics and commercial product licenses supported.



Safe & Attractive Work Environment

What We're Doing

Prioritizing safety, inclusion, development, and well-being to attract and retain talented people.

This Year

We reinforced safety leadership across our sites. The Holly Springs, North Carolina site was recognized with a Special Award for Occupational Health and Safety by Fujifilm Group and 2025 North Carolina Department of Labor for Certificate of Safety Achievement, Injury Rate 50% below industry average, for the 3rd straight year. We also launched the internal Leaders for Life development program, delivered training on our nine People Fundamentals and held People Fundamentals Day across the network.

i How We Measure

Lost Time Injury Rate (LTIR) (no. per million working hours), high-potential near-miss reporting, safety training completion, engagement score, training hours per FTE, workforce demographics and ISO 45001-certified or inspired management systems.

Governance

The Sustainability Executive Committee consisting of our chairman and our President and COO has approved and signed off on our sustainability strategy, corporate policy, and actively oversees our efforts to achieve these goals, conducting two meetings annually to align with our defined ambitions and targets.

The executive leadership team at FUJIFILM Biotechnologies, represented within the Global Sustainability Board, Chaired by our Chief People Officer (CPO), includes our Chief Financial Officer (CFO), Chief Operating Officer (COO), Chief Business Officer (CBO), and the Executive Vice President of Global Engineering has adopted our sustainability strategy, corporate policy, and related goals, ensuring progress and operational commitment through quarterly updates and reviews.

To emphasize the strategic importance, FUJIFILM Biotechnologies has integrated sustainability measures into the employee Annual Incentive Plan targets at all levels. This approach ensures that sustainability is everyone's responsibility, with activities run and owned across specific business areas.

The Zero Impact from Operations Forum consists of engineering teams on the production sites who are the prime enablers. 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.

The Ethical Procurement & Supply Chain Forum brings together category managers responsible for key suppliers and Supply Chain leadership to drive sustainability at supplier level. The forum helps embed sustainability expectations into supplier relationships through contractual requirements, supplier engagement and collaborative initiatives where relevant.

The Valued Partners for Customers Forum consists of leads from our commercial organization identifying how to tailor the ESG efforts for each client relationship in the right level, meeting the expectations for our customers and us.

The Real Patient Impact Forum is a group of people gathered across the organization providing input making it possible to quantify estimates on the patient impact we are making with the services we provide to our clients.

The Safe and Attractive Work Environment Forum consists of the Environmental, Health and Safety leads across our network. Together, they conduct regular sessions to review performance and align efforts on waste handling, optimized recycling and also are owners and drivers of the safety culture across sites. It is also the EHS organizations that are responsible for driving and developing the EHS management systems on each of our sites.



03



Group Progress

Partners for the Planet is a long-term effort across our business and sites. In FY2025, our focus has been on turning commitments into local action, tracking progress against selected targets and strengthening collaboration across our value chain.

Letter from the Head of Sustainability

Learning, Improving, Delivering

This has been a year of driving - often behind the scenes - toward our 2030 commitments. We see meaningful progress, and we are equally clear-eyed about the work ahead. Our customers continue to keep sustainability on the agenda, and together we are finding practical ways to improve transparency and identify opportunities to reduce selected environmental impacts.

Status on the Direct Emissions from Our Operations (Scope 1 & 2)

Decarbonization remains a central focus for us. We executed a portfolio of Power Purchase Agreements and virtual Power Purchase Agreements designed to support renewable electricity procurement for our U.S. sites and our site in Hillerød, Denmark. Our target is to source or match 100% of our electricity consumption with renewable electricity by 2030, using market-based accounting. With the actions implemented in the recent years, we have increased the share of renewable electricity to 27% in FY2025 from 11% in FY2024, driven primarily by the PPA for our Hillerød site coming online in the second half of the year. And knowing that this will increase significantly in FY2026 as the vPPA for our US-based sites went online at the end of FY2025.

Another part of reducing direct CO₂ footprint is to focus on energy efficiency in new expansions and existing operations. These actions support our goal to reduce Scope 1 and 2 emissions 50% by 2030 versus 2019. New facilities coming online slightly increased our emissions this year, and our responsibility is to deliver on the reduction potential that these projects provide. We have achieved significant milestones this year, with our new expansion in Billingham UK coming online following our design standards. This means the new facility is designed to operate without natural gas or other fossil fuels for its regular operations.

At the same time, the ongoing installation of a Heat Recovery Chiller on our site in Holly Springs, North Carolina, USA and a large heat pump together with e-boilers on our facility in Hillerød, Denmark are expected to contribute to our 2030 Scope 1 and 2 reduction target.

Growing Demand for Product Carbon Footprint Data

Customers are increasingly asking for Product Carbon Footprint (PCF) data for the Active Pharmaceutical Ingredients (API) batches produced at our facilities. Together with partners, we are working to standardize

methods and build internal capability to provide transparent data in line with the PAS2090 PCF methodology.

As a CDMO producing APIs, we have a very important role. By improving data quality and transparency on manufacturing-related emissions, we can help customers better understand the footprint of the products we supply and identify opportunities for improvement.

Status on Our Indirect Emissions (Scope 3)

In our supply chain and looking at our scope 3 footprint, we strengthened data quality and supplier engagement. We are grateful to partners who have signed our Business Partner Code of Conduct and participated in assessments. We are seeing more suppliers implement improvements at their production sites, strengthening the basis for future Scope 3 reductions.

Safety Continues to Be Our Core Priority

Safety is non-negotiable. We appreciate the FUJIFILM Holdings internal safety award recognition for Holly Springs, and we will continue to focus on prevention, learning, and consistent standards across all sites. This year our Lost Time Incident (LTI) rate has risen slightly from 2.3 in FY2024 to 2.7 in FY2025. We see this as a development influenced by



“
We were proud and humbled to receive an EHS and Sustainability Supplier Award from a major customer, recognizing our partnership and reinforcing our ambition to be a true partner.

our large increase in new employees as well as the onboarding of new facilities where new processes present additional risks.

Recognizing Our Joint Effort

EcoVadis provides another third-party perspective on our ESG progress and performance. Here we have experienced that recertified sites improved their EcoVadis results, and Holly Springs, North Carolina, USA earned a Silver rating on its first assessment.

Our effort is also being recognized by our customers. We were humbled to receive an EHS and Sustainability Supplier Award from a major customer, recognizing our partnership and the results we achieved. We're very proud of this accomplishment, and it shows how sustainability and our business activities go hand-in-hand, driving operational excellence, unlocking new commercial opportunities, and reinforcing our partner ambition.

Above all, we will keep working with humility to earn the trust placed in us and keep executing on our Partners for the Planet strategy. We see good momentum, but we also still have a lot of work in front of us.

With appreciation,

Peter Skals

Head of Sustainability



Peter Skals
Head of Sustainability

Turning Commitments Into Action

Partners for the Planet aligns and sets direction for how we plan and run our ESG efforts on each of our operating sites, and how we partner with customers and suppliers. After more than three years, we see good momentum, meaningful progress and a clear view of where we must accelerate actions.

Scope 1 & 2

Growth brings near-term impacts. As new facilities in Denmark and the U.S. ramped up in FY2024, energy and water use rose and combined Scope 1+2 emissions increased 44% in 2024, largely in line with capacity expectations. In 2025 we have seen the emissions flatten out, and we began to decouple emissions growth from business growth. This year scope 1 & 2 emissions only increased by 0.3% compared to FY2024 and our revenue increased in the same period with 20%. We continue to refine our 2019-2030 forecasts as we learn and will share updates transparently.

Renewable Electricity

Looking at our impact from operations in FY2025, we activated renewable electricity agreements for our U.S. sites and Hillerød, representing significant steps toward our 2030 goal of matching 100% of yearly electricity consumption with renewable electricity from 10-year power purchase agreements documented with guarantees of origins. These are complemented by renewable energy certificates

purchased for electricity consumption at our Billingham site in the UK.

Scope 3

We also strengthened the foundations of Ethical Procurement. With an improved data set for Scope 3 inventory and a hybrid data approach, we have a clearer view of hotspots. Scope 3 remains the majority of our footprint, and meaningful progress depends on sustained supplier collaboration and better data quality.

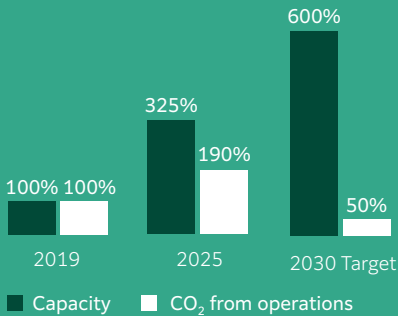
Safety

Safety remains our first priority. This year we received high recognition from Fujifilm for the safety culture at the Holly Springs, North Carolina, USA site both in operations and in the high safety performance on the construction site connected to our large-scale expansion project. This motivates us to keep raising the bar across all sites. Also, we have committed to obtain ISO 45001 and 14001 certifications of our integrated EHS management systems on all FUJIFILM Biotechnologies sites before 2030.

Our 2030 targets

Scope 1 & 2

50% CO₂ reduction and aiming for **net zero** by 2040



Focusing on our 2030 trajectory. In 2025, our emissions curve flattened, and Scope 1 and 2 emissions were only 0.3% higher than last year while our revenue increased by 20%. Based on our current forecast, this marks an important milestone toward our 50% absolute reduction target by 2030 versus our 2019 baseline.

Safety

Continuously **reduce** the **lost time injury rate** year on year

Strengthening safety focus. In FY2025, our Lost Time Injury Rate (LTI) rose from 2.3 to 2.7 as our sites expanded and headcount grew from 4,707 to 5,510. We see positive signs in our safety culture, but the increase requires continued focus, especially on preventing high-potential incidents and near misses.

Renewable Electricity

100% electricity from renewable sources



Making progress. In FY2025, we completed two major renewable electricity procurement projects: the PPA in Hillerød, Denmark and a vPPA covering all U.S.-based facilities. Renewable electricity coverage increased from 11% to 27%, with the full market-based Scope 2 impact expected in FY2026 reporting.

Scope 3

50% CO₂e reduction* in supply chain

*Reduction relative to turnover



Improving data quality and emissions intensity. In FY2025, our Scope 3 intensity index decreased from 85% to 67%, mainly driven by lower Category 2 emissions after reduced expansion activity. Category 1 emissions grew more slowly than purchasing due to improved data quality and a changing emissions profile.

Decarbonizing the Supply Chain Is a Collaborative Endeavor

Scope 3 represents the largest share of our emissions footprint, mainly driven by purchased goods and services and capital goods.

This makes supplier engagement, better data quality and shared reduction efforts essential to our progress. By strengthening transparency across the value chain, we can identify hotspots, prioritize action and work with partners to reduce emissions over time. Scope 3 calculations are prioritised by using primary data where available, then activity data and otherwise spend-based data in alignment with the Greenhouse Gas Protocol.



Progress in Focus Areas

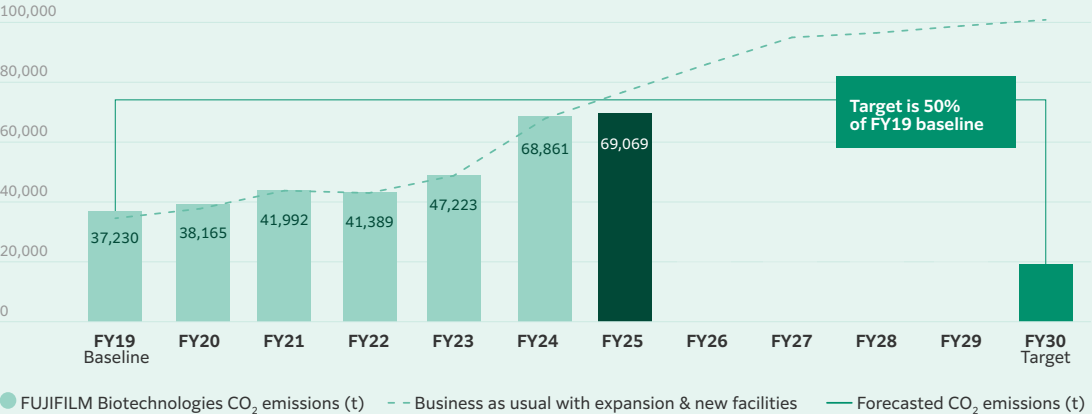


Zero Impact from Operations (Scopes 1 & 2)

Our emissions footprint remains concentrated in the value chain, with Scope 3 accounting for the largest share of total emissions. In FY2025, we continued to improve data quality, engage suppliers and track progress across operational and value-chain emissions.

Scope 1 and 2 emissions reflect the impact of continued expansion as well as the first effects of renewable electricity procurement and site-level efficiency projects. We track progress against our 2019 baseline, using both absolute emissions and intensity metrics to understand performance as production capacity grows.

FUJIFILM Biotechnologies CO₂-emissions
CO₂ from production



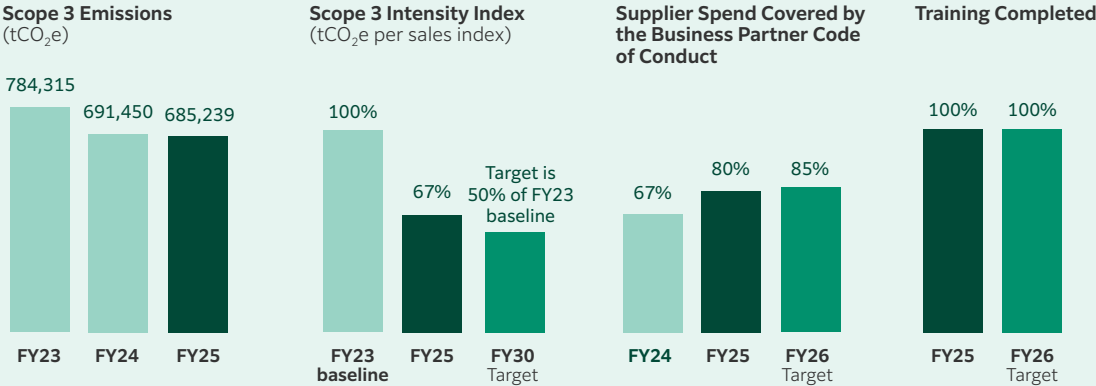
Ethical Procurement & Supply Chain (Scope 3)

In FY2025, Scope 3 emissions decreased by approximately 1% compared with FY2024, mainly due to lower Category 2 Capital Goods emissions after major expansion projects were completed. Category 1 Purchased Goods and Services increased, reflecting production ramp-up and changes in purchasing activity.

Scope 3 data quality continued to improve. More than 50% of Category 1 emissions are now calculated using supplier-specific and/or activity-based data rather than spend-based estimates.

This gives us a stronger basis for identifying hotspots, engaging suppliers and prioritizing reduction opportunities.

Supplier engagement also progressed. Business Partner Code of Conduct coverage increased from 67% in FY2024 to 80% in FY2025, and 100% of relevant employees completed Sustainable Procurement training. Together, these actions strengthen our ability to manage value-chain emissions over time.



04



Site Spotlights

Across our sites, Partners for the Planet becomes local action. Each spotlight shows how teams are working with environmental initiatives, safety, employee engagement and community partnerships in their local context.

Meet Our Sites

Partners for the Planet becomes real through local action. These five spotlights show how our sites are turning shared commitments into progress across operations, safety, people and community engagement.



Billingham
UK

Building the factory of the future

Bringing a fully electrified single-use facility online while advancing STEM outreach, employee wellbeing and lower-impact operations.

Read more on [page 20](#).



College Station
Texas, USA

Making prevention part of performance

Achieving a best-ever safety record while strengthening employee wellness, education and community support in the Brazos Valley.

Read more on [page 22](#).



Hillerød
Denmark

Reducing operational impact from growth through circular solution

Cutting emissions through renewable electricity, electrified steam and energy efficiency while expanding material reuse and proactive safety reporting.

Read more on [page 24](#).



Holly Springs
North Carolina, USA

Growing operations with nature and people in mind

Ramping up a major new facility while maintaining strong safety performance and advancing employee wellbeing and food-waste diversion.

Read more on [page 26](#).



Research Triangle Park
North Carolina, USA

Turning resource efficiency into measurable progress

Reducing water, energy and PPE waste through targeted engineering projects while improving external sustainability performance.

Read more on [page 28](#).





Billingham UK

No. of employees

946

Employee satisfaction score

79%

Scope 1&2 development
since last year

↓ 2%

Scope 3 development
since last year

↓ 5%

Renewable electricity share

93%

Waste recycling rate

77%

Safety (LTI rate)

1.53

Other commitments

Aiming for ISO 14001
and 45001 certification
by end of FY2027

Certifications & memberships



The site achieved an Ecovadis Silver medal in June 2026 and saw a small reduction in CO₂ emissions across all three scopes. Renewable electricity made up 93% of electricity consumption and the waste recycling rate was 77%. The site is aiming to achieve ISO certifications 14001 and 45001 in FY2027. See Data Disclosures, p. 33, for supporting data.

Located in North East England, our Billingham site brings 30 years of clinical and commercial CDMO experience serving patient needs. It is FUJIFILM Biotechnologies' Process Development and Microbial Centre of Excellence and home to the UK's largest single use CDMO facility.

Zero Impact from Operations

In early 2026, the Billingham site expanded operations with the opening of the largest single-use biopharmaceutical CDMO facility in the UK. The new 110,000 sq ft manufacturing facility is fully electrified, paving the way for production without direct emissions.

At the Single-Use-Technology (SUT) facility, operators use disposable plasticware (bags, filters, tubing and packaging) to run processes, avoiding the use of steam cleaning equipment. Additional benefits of SUT include reduced potential risk of cross-contamination between batches, products, or from cleaning residue and increased efficiency for a faster turnaround. The indirect environmental benefits include reduced overall facility size, reducing construction and operational impacts.

Another energy saving measure for this facility is the use of 'cold WFI' (water for injection), delivering significant benefits over traditional energy-intensive thermal methods. The process uses advanced multi-stage membrane ultrafiltration, reverse osmosis and electro deionization, with ozone sanitization to prevent microbial and biofilm growth.



Jonathan Haigh
Senior Vice President and
Head of UK Sites

"Sustainability is integral to how we operate, make decisions and plan for the future. This report highlights our progress in reducing environmental impact, strengthening social responsibility and improving how we manage our resources across the site."



↑
Pre-treatment, UV filters,
water softening and carbon
filtration skids

WFI is stored in three separate tanks and distributed around the facility via five WFI distribution loops. All distribution loops have a return chilled water heat exchanger cooler, integral to each, to maintain a set return temperature back to the storage tanks. As well as operational and contamination benefits, we expect cold WFI to use less energy.

Finally, there are also 196 solar panels supplying electricity to the facility, with a peak yield of 1,020 kWh on the sunniest days and an expected saving of 47 tCO₂e per year when operating.

STEM Engagement and Future Skills Development

Over the year, the team of 45 STEM Ambassadors contributed over 340 volunteer hours and engaged with more than 3,942 students within the local community.

Roof solar panels
↓



STEM Impact at a Glance

36 STEM events delivered

34 schools and community institutions engaged

45 STEM ambassadors on site

340+ STEM ambassador hours contributed

3,492+ students reached

The Science, Technology, Engineering and Math (STEM) ambassador program at the U. K. site supports the development of future skills by engaging with young people across the local community and inspiring the next generation of scientists, engineers and innovators.

During FY2025, our STEM Ambassadors participated in 36 STEM engagement events across 34 educational and community institutions, including schools and other learning organizations. Through these activities, ambassadors delivered a range of initiatives including career talks, hands-on science activities, job fairs, recruitment workshops and site visits, providing students with valuable insights into STEM careers and opportunities.

Taking Care of Our Mental Health

At FUJIFILM Biotechnologies, we recognize that when our people feel supported, they can do their best work. That’s why mental health and wellbeing are at the heart of our culture, helping us create a safe, inclusive and supportive workplace where everyone feels valued and empowered to thrive. To support colleagues on site, we have 70+ qualified Mental Health First Aiders who are trained to spot the early signs and symptoms of mental ill health. They can support colleagues by listening and provide information relating to mental wellbeing. We have also created a number of resources that are accessible to all employees through a dedicated well-being hub. Additionally, over the past year we have actively supported a number of local initiatives including:

- Stress Awareness Month
- Mental Health Awareness Week
- World Suicide Prevention Day
- World Mental Health Day
- Men’s Mental Health Awareness Month
- National Stress Awareness Day

Children Challenging Industry

Children Challenging Industry (CCI)* is one of our site’s STEM Ambassador initiatives, connecting children, teachers, and STEM professionals to bring science to life. As an industry sponsor of CCI, FUJIFILM Biotechnologies welcomes school children to our UK site three times a year and take them through a series of hands-on science experiments to teach them about biomanufacturing. This includes making media, inoculating a fermenter and demonstrating yeast growing. The children then learn about hygiene in manufacturing and get to observe what organisms are on their hands. They



↑
Through the STEM Ambassador programs we are igniting the fire of curiosity in tomorrow’s workforce today

also practice QC analysis of our products by using pipettes and a viscometer to check the viscosity of the medicine.

Through the STEM Ambassador programs we are igniting the fire of curiosity in tomorrow’s workforce, today.

*Children Challenging Industry - Centre for Industry Education Collaboration, University of York. For more information visit: www.york.ac.uk/ciec/cci/

 College Station
Texas, USA

No. of employees

746

Employee satisfaction score

85%

Scope 1&2 development
since last year

↓ 1%

Scope 3 development
since last year

↓ 46%

Renewable electricity share

0%

Waste recycling rate

42%

Safety (LTI rate)

0.53

Other commitments

Aiming for ISO 14001 and
45001 certification before
2030, EcoVadis application
submitted in 2026

Certifications & memberships



The site had an employee satisfaction score of 85% with large improvements across categories and achieved a site safety record. The site is aiming for its first EcoVadis submissions in H2 of FY2026. There was a small reduction in CO₂ emissions across all three scopes and the site had a waste recycling rate was 42%. See Data Disclosures, p. 34, for supporting data.

Located in the Brazos Valley Biocorridor, our College Station, Texas site supports biotechnology clients from Preclinical to Late clinical phase including regulatory approval and commercial production for mammalian cell culture and viral gene therapies. The site offers a range of solutions to address upstream and downstream workflows, including automated and customizable solutions that de-risk development challenges, ushering our clients’ programs on the path to success.

Texas Operations Achieved Best Ever Safety Record in FY2025

Our College Station, Texas, site closed FY2025 with its best-ever safety performance, and the highest number of proactive safety observations throughout the year played a central role in that outcome. Employees were challenged to submit four observations each, and participation was strong across all functional departments. These observations identified hazards early and kept our site inspection-ready, which collectively reduced risk before it could impact people or production.

This prevention-first approach translated into measurable results. The site’s Lost Time Injury (LTI) dropped to 0.53 in FY2025 from 1.1 in FY2024, a 51.8% year-over-year reduction, well below the



Sam Hernandez
Senior Vice President, Site Head

“How we operate is just as important as what we do each day to be Partners for Life for our patients, staff and clients. Keeping our people safe, being responsible stewards of the Earth’s natural resources and giving back to the Bryan-College Station community are fundamental to who we are. We see these commitments as an essential part of being a good corporate citizen in the Brazos Valley region, and creating lasting value for our people, our community and the world around us.”



Lost time injury
frequency (no. per
mill. working hours)
dropped to 0.53
in FY2025 from 1.1
in FY2024



↑ Employees celebrated Employee Appreciation Day with complimentary refreshments in recognition of their contributions to the Texas site's success

Biologics industry benchmark of 1.4. The surge in proactive observation activity strengthened safety awareness and accelerated issue resolution, directly contributing to fewer incidents and the site's strongest safety record to date.

After elevating the ergonomics program five years ago, the site recorded zero ergonomic recordables from FY2021 through FY2025. Instructor-led new-hire training, on-demand workspace ergonomic assessments, and our partnership with The Suitcase of Courage, a third-party that operates Fujifilm

Fit, transformed early risk detection into everyday practice and helped embed injury prevention into our culture.

In FY2025, we completed 18 individual ergonomic assessments and conducted four ergonomic Job Task Analyses to address risks at the job-function level. The Suitcase of Courage team visited the site eight times to reinforce proper stretching techniques and follow up on flexibility and endurance testing. Together, these actions sustained a five-year streak without recordable ergonomic injuries, reduced strain-related risks before they affected people or production, and strengthened the human side of sustainability resulting in healthier teams, fewer injuries, and a safer, more resilient workplace.

Advancing Employee Wellness Across Our Workforce

In September 2025, the site hosted its Annual Wellness Fair as a cornerstone of our well-being strategy, reinforcing the site's sustainability efforts through preventive care, recovery, and education. Over two days, employees accessed biometric screenings and flu shots, with 316 participants completing one or both services, strengthening early detection and seasonal illness prevention. To support stress management and musculoskeletal health, 240 employees participated in chair massage and reflexology sessions. The event also emphasized healthy habits and community connection through cooking demonstrations and on-site engagement with benefits vendors, where employees browsed informational flyers and discussed resources available to Fujifilm employees.

The Wellness Fair complemented the site's broader FY2025 focus on employee health and wellbeing by making preventive care convenient, promoting recovery practices, and increasing awareness

of benefits. By concentrating resources into a dedicated, sitewide event, combining screenings, vaccinations, restorative services, and health education, we advanced participation in wellness activities and supported a healthier workforce aligned with our long-term safe and attractive workplace goals.

Expanding Access Through Preventative Care

In FY2025, we advanced our preventive health and sustainability goals by bringing mobile mammography services onsite through The Rose in October 2025 and continuing with a second onsite visit in January 2026. By offering mammography screenings at work, the program reduced scheduling conflicts and time away from operations while addressing a critical health risk, as one in eight women are diagnosed with breast cancer. For the January clinic, 23 employees signed up for 20 available appointments (115% of capacity) and 17 were screened. The on-site mobile service minimized travel, supported early detection, and reinforced a culture of care.

Investing In Tomorrow's Workforce in Our Community

The site continued its commitment to support education and future talent development in the Bryan-College Station community. In FY2025, scholarships were awarded to a deserving student from both Bryan and College Station independent school districts. Awards were granted through the respective education foundations based on academic merit and other qualifying criteria, with both scholarship recipients pursuing studies in biotechnology or related fields.

Fighting Local Hunger Through Giving & Volunteerism

Throughout March 2026, Fujifilm employees across the U.S. observed National Nutrition Month, an

annual campaign that encouraged informed food choices and healthier eating and activity habits. The month culminated in hands-on community support as employees volunteered at the Brazos Valley Food Bank to sort fresh produce and assemble food boxes, directly contributing to improved nutrition for local families. The site's People First Committee also led a canned food drive during March, collecting non-perishable items to bolster the food bank's shelves. Fujifilm employees donated more than 1,700 pounds of food, extending the reach of the Brazos Valley Food Bank, which works year-round to distribute millions of pounds of food to families in need Site Head Sam Hernandez said, "This effort, along with other recent community outreach initiatives, reflected the best of our culture. When we show up together, we make a real difference. As a team, we win!"

Fujifilm employees volunteering at Brazos Valley Food Bank





Hillerød Denmark

No. of employees

2,181

Employee satisfaction score

86%

Scope 1&2 development
since last year

↓34%

Scope 3 development
since last year

↑13%

Renewable electricity share

51%

Waste recycling rate

45%

Safety (LTI rate)

4.52

Other commitments

Certifications & memberships



Ecovadis awarded the site with a Gold medal in FY2025. CO₂ emissions fell significantly due to a PPA covering current operations from October 2025. The site had a waste recycling rate of 45% and an employee satisfaction score of 86%. See Data Disclosures, p. 35 for supporting data.

Located in Hillerød, Denmark, our site supports clinical and commercial manufacture of biologic medicines. The site is advancing sustainability through renewable electricity, electrified steam and energy efficiency, while expanding material reuse and proactive safety reporting.

Zero Emissions from Operations

Energy reductions and ongoing focus on maintenance of our equipment is important. During a targeted planned shutdown in June 2025, we replaced nearly 50 safety and pressure relief valves in the boiler hall. In parallel, a sitewide survey of roughly 750 steam traps identified a 10% failure rate and prioritized replacements. Together, these actions reduced steam losses by an estimated 15%.

As we began the project, we conducted a full steam system audit with our preferred steam component vendor. We held cross functional workshops to confirm findings, rank savings options, and schedule replacements during the planned June shutdown. We also established a continuous monitoring program for safety/pressure relief valves and steam traps. The monitoring-and-replacement playbook is now standard practice and will be replicated at the other manufacturing facility expansion on site to capture similar savings.

Though the initial outcome is a cost savings of roughly 80,000 USD annually, the real benefit is lower natural gas consumption and Scope 1 emissions, improved system reliability and safety.



Christian Houborg
Senior Vice President, Site Head

"With our investments in solar energy, electrification, and electric heat pumps, combined with an increased focus on our suppliers climate footprint, we are reducing our CO₂ emissions from operations."



Continuous improvement efforts **reduced steam losses** by an estimated **15%**



The initial outcome is a cost savings of roughly **80,000 USD annually** while saving scope 1 emissions

Reducing Waste by Repurposing 20% of Scrapped Raw Materials

At the Hillerød, Denmark site, we established a sitewide process to identify scrapped raw materials that can meet other industries' quality requirements and redirect them for reuse. By formalizing agreements with external partners and aligning internal stakeholders, we reduced volumes sent to incineration/landfill while supporting circular supply chains.

With this project, 20% of identified materials were repurposed into other sectors. This reduced waste-treatment volume and associated costs and improved transparency of scrap streams for supply-chain optimization.

To achieve this, we created a cross functional workgroup led by Environmental professionals who coordinated vendor outreach and qualification of repurpose receivers, established warehouse handling and segregation procedures, and built SAP codes and documentation to track repurposed materials, ensuring compliance review and approvals throughout the entire process.

We will continue surveillance of planned scrap to expand the shareable-material catalog.

The governance and tracking model can be adopted at other sites to strengthen circularity and provide better oversight of scrap/material usage.

Electrical Boilers to Reduce CO₂ Footprint in Hillerød, Denmark

To decarbonize steam generation for one of our expansions, we commissioned two 3.5 MW electric boilers. Each unit delivers up to 5 tons/hour of steam to support production in the new area with

eight additional bioreactors, replacing the need for new gas-fired capacity.

During the design phase, we ensured the engineering concepts included building the new facility around electrified heat, selecting high-efficiency e-boilers in place of traditional gas boilers. Additionally, we engaged early with electricity providers and grid operators to secure the required capacity and ensure reliable integration with the Danish grid.

By assessing conversion of existing natural-gas boilers in current operations to e-boilers where grid capacity, process needs, and economics allow, we established a template for our global network.

Implementing New H&S Data System to Identify and Handle Risks Better

At the site in Hillerød, Denmark, we deployed SafetyNet as our site-wide Health & Safety data platform, giving every employee an easy way to report EHS observations (via app or PC). The system links workplace risk assessments with incident and observation data in one place, improving visibility and enabling faster, data-driven risk reduction.

Since its implementation, 4,200 observations were reported in the first year. We are able to see clear trending and analytics for users and management, giving stronger insight into leading indicators. We retired stand alone spreadsheets and ad hoc action logs, using the new system as a single source of reference for H&S actions

As we began the project, we conducted a pre assessment with end users to define needs, vendor screening and selection. The project was jointly owned by EHS, IT, and Procurement with a clear

goal of sitewide rollout of mobile and desktop solutions. During the rollout, we launched a strong engagement campaign to encourage reporting and capture minor risks before they escalate.

Together, we accomplished the project successfully, ensuring a safe and attractive workforce.

→
Scrapped raw materials
to be shipped to other
industries



←
Electric boilers
in Milky Way

 Holly Springs
North Carolina, USA

No. of employees

818

Employee satisfaction score

86%

Scope 1&2 development
since last year

↑114%

Scope 3 development
since last year

↑3%

Renewable electricity share

0%

Waste recycling rate

30%

Safety (LTI rate)

0.0

Other commitments

LEED Gold application in
process, aiming for ISO
certifications in next years

Certifications & memberships



The site is ramping up which has led to increases in energy consumption and CO₂ emissions.. The site achieved an Ecovadis Silver medal in October 2025 and has applied for a LEED Gold certification . An Employee Satisfaction score of 86%. The site is aiming to be certified according ISO 14001 and 45001 in coming years. See Data Disclosures, p. 36, for supporting data.

Located in Holly Springs, North Carolina, our site is home to a large-scale, end-to-end cell culture biopharmaceutical facility. As the site ramps up operations, sustainability efforts focus on water recovery and reuse, heat recovery, food-waste composting and biodiversity, while maintaining strong safety performance and building an engaging workplace.

Pollinator Garden Brings People & Nature Together

At our site, we transformed unused lawn into a pollinator garden, improving on site habitat and creating a restorative outdoor space for employees. The garden features 30+ native plant species, educational signage, a rain garden, outdoor seating/ meeting areas, and a walking path constructed from reclaimed site concrete.

The pollinator garden improves stormwater management and gives employees an accessible green space. EHS&S's Darla Rivera and Annie McElvenny partnered with a local landscaping company to design and build the garden. Annie selected each plant for pollinator value, expanding food sources and habitat for diverse pollinators while giving colleagues a low tech, stress reducing place to walk, meet, and recharge.

A variety of plants, trees, and boulders create shelter for many different species. Even as construction on Project Aura continues nearby,



Laurie Braxton
Senior Vice President, Site Head

"At our Holly Springs facility, sustainability is more than an operating principle—it reflects who we are and how we lead. I see that commitment in the decisions our teams make every day: reducing our environmental impact, strengthening our partnerships, and manufacturing lifesaving medicines with precision and purpose. By embedding sustainability across our operations, we are protecting the reliability our clients and patients depend on while building a more responsible future."

View of the rain garden, where native plants filter stormwater runoff before entering the drains





← A beehive has been installed to support local ecosystems

“The pollinator garden has become my go to spot for low tech meetings (weather permitting). A nicer (and safer) route to walk around than the car park, and a great place to work away from my desk.

Stefan Klidzia
Manager, Quality Assurance Learning

dozens of species of pollinators have been spotted in the garden and variety of birds create a peaceful background of birdsong.

Honeybees Provide Sweet Genki

In early 2026, the team in Holly Springs, NC, installed an on site honeybee hive, advancing a long standing biodiversity focus that began during construction with a sponsored “Host a Hive” in Cary, NC. The hive supports local ecosystems through pollination and creates hands on environmental education for employees, adding a daily dose of genki to campus life. The hive serves as regular learning opportunities with our beekeeper and employee engagement through tastings and updates. Fujifilm’s hive is also contributing to a network of research hives, with the beekeeping service using data collected from our hive to analyze hive health, track pollinator health, and map local biodiversity.

Guided by EHS&S’s Darla Rivera and Annie McElvenny, the project brought colleagues together at Earth Day 2026 functions for hive education, Q&A with the beekeeper, and honey tastings. Frequent hive updates have become a morale booster, and small batches of honey from the hive on site have even appeared in the café.

Water Stewardship

The Holly Springs site was designed to reduce its reliance on potable water by integrating water recovery and reuse into core utility systems. Water generated by clean utility processes is captured and reused where appropriate, helping to avoid unnecessary discharge and reduce demand for fresh municipal water. Together, these measures support more efficient water use and strengthen the site’s long-term approach to water stewardship.

**Feed the Soil, Not the Landfill:
A Composting Blueprint**

To reduce environmental impact and serve our community, the Holly Springs site launched a campus-wide composting program in early 2022. By April 2026, the program diverted more than 50,000 pounds of food waste from the landfill, turning a major waste stream into a local resource while advancing our operational waste-diversion goals.

To reach our 90% operational waste-diversion goal, we had to tackle our largest landfill contributor: food waste. We partnered with a Raleigh-area composter, persuading them to extend service to the site and local Holly Springs community. This enabled an on-site collection program that has already kept over 50,000 pounds out of the landfill and returned nutrients to local soils. The composting program was also extended to the onsite cafeteria vendor who collects all food scraps and provides only compostable containers and utensils as part of their take-away service.



← Making waste sorting easy is key to improving waste management

“Having access to composting at work made it easier for me to adopt the practice at home. It helped me realize that small, everyday actions can have a meaningful impact on our local environment and community.

Sammie Kirkland
Senior EHS Engineer

 Research Triangle Park
North Carolina, USA

No. of employees

395

Employee satisfaction score

81%

Scope 1&2 development since last year

↓ 1%

Scope 3 development since last year

↓ 41%

Renewable electricity share

0%

Waste recycling rate

39%

Safety (LTI rate)

0.41

Other commitments

ISO 14001 / 45001 preparation in process, expected certified by end of FY2028

Certifications & memberships



The site achieved an Ecovadis Silver medal in March 2026 to underline its strong performance. The site saw an increase in Employee Satisfaction score to 81%. The site is aiming to be certified according ISO 14001 and 45001 in the next years. See Data Disclosures, p. 37, for supporting data.

Located in Research Triangle Park, North Carolina, our site supports process development and early-phase manufacture of biologic medicines. Sustainability efforts focus on reducing water and natural gas use through targeted engineering projects, while expanding PPE recycling and improving external sustainability performance.

In Research Triangle Park (RTP), North Carolina, USA, we have a cGMP compliant manufacturing facility operating as a non-sterile, bioburden-controlled facility. The site is on a course to transition to process development, pre-clinical, and clinical manufacture of mAbs for early phase clients.

Reducing Impact from Operations

The Research Triangle Park, NC, site participates annually with the RightCycle™ program to divert a majority of the site's non-hazardous PPE waste from the landfill. The collected PPE materials such as nitrile gloves, hair nets, beard covers, shoe covers, single-use disposable lab coats, coveralls, sleeves and protective eyewear are sent to a facility in West Virginia where they are sorted and shipped then processed into pellets for another company to use to create new products such as shelving, patio furniture and more.

In FY2025, the site diverted 9,712 lbs of PPE materials through RightCycle, and over the history of the partnership, the site has recycled 37,536



Mark Kuenzi
Senior Vice President, Site Head

"At our site, we are systematically turning sustainability from a pledge into measurable progress as evidenced by our historical performance with certain PPE recycling and subsequent recognition by receiving the Greenovation award for multiple years. Our engineers seek ways to reduce resource consumption and waste, and we empower our teams to proactively take measures every day to ensure we make progress on our sustainability roadmap."

Recognition of the recycling efforts for reusing PPE waste
↓



lbs. of non-hazardous PPE waste. Due to the substantial amount of material recycled, the team at the Research Triangle Park site received its third consecutive Greenovation Award from Ansell.



↑
Judy Mewborn, Manager, Facilities,
with some of the lawn chairs gifted to
the site in recognition of participation
in the RightCycle program

**Environmental Health & Safety Team Partner
Closely with Facilities & Engineering for
Sustainable Long-Term Savings**

The Research Triangle Park, NC, site prioritized projects designed to deliver recurring resource and operational savings. The project portfolio was developed through systematic reviews of existing equipment, utility demand and operating practices, with energy, water, material use and waste reduction considered alongside reliability and business needs. This collaborative approach helped the site identify practical opportunities where targeted investment could improve both environmental performance and long-term operating efficiency.

Projects included reclaiming reject water from the Reverse Osmosis (RO) purified-water and ultrafiltration (UF) systems. By adding new recovery equipment to the existing utility infrastructure, water that would otherwise be discharged can be captured and reused for suitable applications. The system is expected to reduce the site’s municipal water use, by lowering demand on local water resources while also reducing wastewater volumes.

The site is also installing more efficient heating hot-water boilers in the Bioprocess Innovation Center (BIC). The upgraded equipment is expected to reduce natural gas consumption, helping lower Scope 1 emissions while improving the efficiency and resilience of a critical utility system. Together, the water-reclamation and boiler projects demonstrate how engineering upgrades can translate sustainability ambitions into measurable improvements in day-to-day operations.

In addition to the two large reduction projects above, EHS & Facilities & Engineering partnered on 7 other capital expansion projects. This necessary, and meaningful project work will help FUJIFILM Biotechnologies contribute to its zero impact from operations goals. These projects will reduce water and natural gas consumption.

Finally, the site improved its EcoVadis rating from Bronze (2024) to Silver (2025), moving from the 73rd to the 85th percentile.



Improvement in
EcoVadis score from
73% to 85% moving
from bronze to silver

05



Certifications and Data Disclosures

Disclosures adhering to internationally recognized standards is core to how we operate. We embed them into our management systems, use independent assessments to benchmark progress, and apply best practice design principles in expansions. Aligned with our parent company's global commitments and industry collaborations, based on data, and transparent reporting.

Certifications

We are committed to applying consistent, high-quality environmental and safety standards across our operations, and we know this is a journey of continuous improvement.

We align our management systems with internationally recognized frameworks such as ISO 14001 for environmental management and ISO 45001 for occupational health and safety to help strengthen performance, reduce risk, and support a strong safety culture. To complement this, we use EcoVadis for independent assessments that benchmark our progress and point to practical areas for improvement. In our expansion projects, we incorporate LEED principles—targeting certification at greenfield sites—to guide responsible design and construction decisions.

Our approach is further informed by the global commitments of FUJIFILM Holdings Corporation, including participation in the Science Based Targets initiative (SBTi), CDP, RE100, and the United Nations Global Compact. We align our local efforts with these frameworks to advance decarbonization, transparency, and renewable energy adoption in a way that is both credible and actionable. We also recognize that meaningful progress depends on collaboration. We engage through the Pharmaceutical Supply Chain Initiative (PSCI) and the Sustainable Procurement Pledge (SPP) to promote ethical labor practices, environmental

stewardship, and responsible procurement across our value chain. In parallel, our participation in BioPhorum connects us with peers to share lessons learned and help shape emerging best practices. Taken together, these certifications, assessments, and partnerships are not endpoints but tools that help us improve year over year. We will continue to expand coverage, refine our data, and report our progress with transparency as our program matures.



FUJIFILM Biotechnologies Global¹

Key figures²

	FY2025	FY2024	FY2023	FY2022
Energy				
Gas consumption (Nm³)	14,940,197	11,822,058	8,289,291	7,710,022
Power consumption (GWh)	151.8	122.2	89.7	78.6
Share of renewable electricity (%) ³	27%	11%	16%	17%
GHG emissions				
CO ₂ e, Scope 1+2 (t)	69,069	68,861	47,233	41,389
CO ₂ e, Scope 1 (t)	33,355	28,093	19,078	17,903
CO ₂ e, Scope 2 (t)	35,714	40,768	28,155	23,486
CO ₂ e, Scope 3 (t)	685,239	691,450	784,315	-
Category 1	139,148	121,523	244,329	-
Category 2	519,490	530,355	513,715	-
Category 3	12,697	15,541	10,635	-
Category 4	889	1,374	731	-
Category 5	3,388	2,063	2,071	-
Category 6	3,461	4,247	3,973	-
Category 7	6,100	11,473	8,862	-
Category 9	66	4,875	0	-
Scope 3 data mix, category 1 ⁴				
Spend (%)	49	39	100	-
Activity (%)	32	40	-	-
Primary (%)	19	21	-	-
CO ₂ e, Scope 3 intensity index (%)	67	85	100	-

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m³)	1,419,376	1,062,250	804,620	637,511
Waste from operation				
Waste to energy (t)	1,668	880	911	882
Waste recycling (t)	4,128	5,183	5,538	5,852
Simple disposal (t)	1,576	808	1,220	878
Total waste (t)	7,371	6,871	7,669	7,612
Recycling rate - operations (%)	56	75	72	77
Waste from large construction sites				
Total waste (t)	6,609	6,838	5,327	2,717
Recycling rate approx. (%)	63	79	87	94
Social				
Full-time workforce (FTE)	5,510	4,704	4,157	3,959
Gender split female/male (%)	43/57	43/57	43/57	42/58
Lost time injury frequency (no. per mill. working hours)	0.82	2.32	1.65	2.59
Procurement				
Business Partner Code of Conduct acknowledged (%)	80%	67%	-	-
Sustainable procurement training completed (%)	100%	96%	-	-

1 Summary of data from our five sites presented in the following pages.
2 Data shown as of fiscal year 2025: ending March 31 2026.
3 Renewable electricity is either from power purchase agreements or renewable electricity certificates.
4 Scope 3 calculations are prioritised by using primary data where available, then activity data and otherwise spend-based data in alignment with the Greenhouse Gas Protocol.

This year the Fujifilm California is no longer part of FUJIFILM Biotechnologies and therefore data are adjusted accordingly.

Billingham, United Kingdom

Key figures¹

	FY2025	FY2024	FY2023	FY2022
EcoVadis				
Overall rating score	Silver (74)	Silver (65)	-	-
Energy				
Gas consumption (Nm ³)	2,325,412	1,645,068	1,410,629	1,482,477
Power consumption (GWh)	17.7	14.8	15.0	13.6
Share of renewable electricity (%) ²	93%	89%	93%	96%
GHG emissions				
CO ₂ e, Scope1+2 (t)	5,510	5,603	3,666	3,535
CO ₂ e, Scope 1 (t)	5,304	5,275	3,457	3,425
CO ₂ e, Scope 2 (t)	206	328	209	110
CO ₂ e, Scope 3 (t)	73,590	77,735	91,420	-
Category 1	18,181	20,008	44,131	-
Category 2	51,510	50,944	43,059	-
Category 3	1,211	1,359	994	-
Category 4	209	805	0	-
Category 5	607	586	692	-
Category 6	1,014	1,581	1,209	-
Category 7	857	2,447	1,335	-
Category 9	0.2	5	0	-
Scope 3 data mix, category 1 ³				
Spend (%)	62	49	100	-
Activity (%)	22	31	-	-
Primary (%)	16	20	-	-

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m ³)	113,646	110,800	85,125	81,600
Waste from operation				
Waste to energy (t)	288	208	330	291
Waste recycling (t)	2,410	3,689	4,024	4,333
Simple disposal (t)	412	151	86	145
Total waste (t)	3,110	4,048	4,440	4,769
Recycling rate - operations (%)	77	91	91	91
Waste from large construction sites				
Total waste (t)	714	967	397	292
Recycling rate approx. (%)	95	99	-	-
Social				
Full-time workforce (FTE)	946	1,024	1,609	1,306
Gender split female/male (%)	44/56	-	-	-
Lost time injury frequency (no. per mill. working hours)	1.53	1.61	2.35	1.80
Procurement				
Sustainable procurement training completed (%)	100%	-	-	-

1 Data shown as of fiscal year 2025: ending March 31 2026.
2 Renewable electricity is either from power purchase agreements or renewable electricity certificates.
3 Scope 3 calculations are prioritised by using primary data where available, then activity data and otherwise spend-based data in alignment with the Greenhouse Gas Protocol.

College Station, Texas, USA

Key figures¹

	FY2025	FY2024	FY2023	FY2022
EcoVadis				
Overall rating score	Rating planned in 2026	-	-	-
Energy				
Gas consumption (Nm ³)	1,832,491	1,700,462	2,000,554	1,751,230
Power consumption (GWh)	25.9	26.8	24.4	22.1
Share of renewable electricity (%) ²	0%	0%	0%	0%
GHG emissions				
CO ₂ e, Scope1+2 (t)	12,654	12,730	12,498	11,521
CO ₂ e, Scope 1 (t)	3,965	3,720	4,310	3,762
CO ₂ e, Scope 2 (t)	8,689	9,009	8,188	7,760
CO ₂ e, Scope 3 (t)	35,356	65,648	74,495	0
Category 1	26,859	38,219	40,719	0
Category 2	3,926	19,405	26,880	0
Category 3	2,284	4,088	3,585	0
Category 4	70	57	275	0
Category 5	783	473	347	0
Category 6	158	174	147	0
Category 7	1,277	3,231	2,541	0
Category 9	0	0	0	0
Scope 3 data mix, category 1 ³				
Spend (%)	84	74	100	-
Activity (%)	14	15	-	-
Primary (%)	2	12	-	-

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m ³)	79,372	94,288	98,572	93,513
Waste from operation				
Waste to energy (t)	209	120	64	38
Waste recycling (t)	691	800	587	503
Simple disposal (t)	752	495	640	384
Total waste (t)	1,652	1,415	1,291	925
Recycling rate - operations (%)	42	57	45	54
Waste from large construction sites				
Total waste (t)	0	0	0	0
Recycling rate approx. (%)	-	-	-	-
Social				
Full-time workforce (FTE)	746	701	969	900
Gender split female/male (%)	43/57	-	-	-
Lost time injury frequency (no. per mill. working hours)	0.53	1.33	1.34	0.70
Procurement				
Sustainable procurement training completed (%)	100%	-	-	-

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3 Scope 3 calculations are prioritised by using primary data where available, then activity data and otherwise spend-based data in alignment with the Greenhouse Gas Protocol.

Hillerød, Denmark

Key figures ¹	FY2025	FY2024	FY2023	FY2022
EcoVadis				
Overall rating score	Gold (80)	Silver (67)	Silver (65)	-
Energy				
Gas consumption (Nm ³)	4,041,164	3,780,834	2,683,399	2,246,904
Power consumption (GWh)	47.2	42.4	27.0	23.3
Share of renewable electricity (%) ²	51%	0%	0%	0%
GHG emissions				
CO ₂ e, Scope1+2 (t)	19,717	29,921	19,835	15,207
CO ₂ e, Scope 1 (t)	9,327	8,741	6,378	5,141
CO ₂ e, Scope 2 (t)	10,390	21,180	13,457	10,066
CO ₂ e, Scope 3 (t)	325,152	288,665	339,030	-
Category 1	65,060	35,802	116,085	-
Category 2	252,382	238,899	216,346	-
Category 3	2,974	3,502	2,325	-
Category 4	512	465	350	-
Category 5	436	297	335	-
Category 6	950	1,145	1,296	-
Category 7	2,773	3,687	2,293	-
Category 9	66	4,868	0	-
Scope 3 data mix, category 1 ³				
Spend (%)	29	10	100	-
Activity (%)	46	82	-	-
Primary (%)	24	8	-	-

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m ³)	605,914	511,770	452,794	267,712
Waste from operation				
Waste to energy (t)	762	540	497	550
Waste recycling (t)	624	474	554	501
Simple disposal (t)	6	1	142	90
Total waste (t)	1,392	1,014	1,193	1,141
Recycling rate - operations (%)	45	47	46	44
Waste from large construction sites				
Total waste (t)	3,116	-	-	-
Recycling rate approx. (%)	88	-	-	-
Social				
Full-time workforce (FTE)	2,181	1,721	1,557	1,300
Gender split female/male (%)	45/55	-	-	-
Lost time injury frequency (no. per mill. working hours)	5.32	4.45	1.89	3.16
Procurement				
Sustainable procurement training completed (%)	100%	-	-	-

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Holly Springs, North Carolina, USA

Key figures¹

	FY2025	FY2024	FY2023	FY2022
EcoVadis				
Overall rating score	Silver (74)	-	-	-
Energy				
Gas consumption (Nm ³)	4,400,422	2,420,093	0	0
Power consumption (GWh)	39.3	15.4	4.3	0.6
Share of renewable electricity (%) ²	0%	0%	0%	0%
GHG emissions				
CO ₂ e, Scope1+2 (t)	20,006	9,344	1,158	159
CO ₂ e, Scope 1 (t)	9,439	5,189	0	0
CO ₂ e, Scope 2 (t)	10,567	4,155	1,158	159
CO ₂ e, Scope 3 (t)	229,476	222,698	223,648	-
Category 1	13,216	502	0	0
Category 2	209,397	217,088	220,390	0
Category 3	4,030	2,855	549	0
Category 4	0	0	0	0
Category 5	1,417	622	505	0
Category 6	806	949	865	0
Category 7	611	682	1,339	0
Category 9	0	0	0	0
Scope 3 data mix, category 1 ³				
Spend (%)	23	29	100	0
Activity (%)	47	45	0	0
Primary (%)	30	26	0	0

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² Renewable electricity is either from power purchase agreements or renewable electricity certificates.

³ Scope 3 calculations are prioritised by using primary data where available, then activity data and otherwise spend-based data in alignment with the Greenhouse Gas Protocol.

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m ³)	502,470	177,094		
Waste from operation				
Waste to energy (t)	408	-	-	-
Waste recycling (t)	238	-	-	-
Simple disposal (t)	151	-	-	-
Total waste (t)	797	-	-	-
Recycling rate - operations (%)	30	-	-	-
Waste from large construction sites				
Total waste (t)	2,778	2,936	3,287	1,224
Recycling rate approx. (%)	26	75	87	95
Social				
Full-time workforce (FTE)	818	492	-	-
Gender split female/male (%)	42/58	-	-	-
Lost time injury frequency (no. per mill. working hours)	0	0	0	0
Procurement				
Sustainable procurement training completed (%)	100%	-	-	-

Research Triangle Park, North Carolina, USA

Key figures ¹	FY2025	FY2024	FY2023	FY2022
EcoVadis				
Overall rating score	Silver (72)	Bronze (61)	-	-
Energy				
Gas consumption (Nm ³)	2,340,708	2,275,601	2,194,709	2,229,411
Power consumption (GWh)	21.8	22.7	19.1	19.0
Share of renewable electricity (%) ²	0%	0%	0%	0%
GHG emissions				
CO ₂ e, Scope1+2 (t)	11,181	11,264	10,076	10,967
CO ₂ e, Scope 1 (t)	5,320	5,168	4,933	5,575
CO ₂ e, Scope 2 (t)	5,861	6,095	5,143	5,392
CO ₂ e, Scope 3 (t)	21,665	36,705	55,723	-
Category 1	15,832	26,991	43,394	-
Category 2	2,274	4,019	7,040	-
Category 3	2,199	3,737	3,183	-
Category 4	98	46	106	-
Category 5	146	85	190	-
Category 6	534	398	456	-
Category 7	582	1,426	1,354	-
Category 9	0.01	2	0	-
Scope 3 data mix, category 1 ³				
Spend (%)	53	48	100	-
Activity (%)	21	15	-	-
Primary (%)	26	37	-	-

	FY2025	FY2024	FY2023	FY2022
Water				
Water consumption (m ³)	117,974	168,297	168,129	194,686
Waste from operation				
Waste to energy (t)	1.2	12	21	2.7
Waste recycling (t)	164	220	374	515
Simple disposal (t)	255	161	352	259
Total waste (t)	421	393	746	777
Recycling rate - operations (%)	39	56	50	66
Waste from large construction sites				
Total waste (t)	0	0	0	0
Recycling rate approx. (%)	-	-	-	-
Social				
Full-time workforce (FTE)	395	563	1,261	796
Gender split female/male (%)	36/64	-	-	-
Lost time injury frequency (no. per mill. working hours)	2.05	4.18	1.57	5.13
Procurement				
Sustainable procurement training completed (%)	100%	-	-	-

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