



# ASSURANCE STATEMENT

## **SGS Japan's Report on Sustainability Activities in the FUJIFILM Holdings Corporation Sustainability Report 2021.**

### **NATURE AND SCOPE OF THE ASSURANCE**

SGS Japan Inc. was commissioned by FUJIFILM Holdings Corporation (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability Report 2021 (hereinafter referred to as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the stakeholder management process, data on greenhouse gas (GHG) emissions (Scope 1 include fluorocarbons, 2, and category 1 of Scope 3), energy consumption, amount of water emission and disposal, waste, VOC emissions, social data, and the management systems supporting the reporting process. Refer to the attached sheet for the detailed scope of assurance.

The information contained in the Report and its presentation are the responsibility of the directors or governing body and the management of the organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance with the intention to inform all the Organization's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured at a moderate level of scrutiny using our protocols for:

- Evaluation of content veracity;
- AA1000 Assurance Standard V3 Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018);
- Evaluation against the ISO14064-3(2006);

The assurance comprised a combination of pre-assurance research, interviews with the management and the person in charge of producing the report, onsite visits (FUJIFILM Toyama Chemical Co., Ltd. Toyama Factory, FUJIFILM Business Innovation Corp. Yokohama Minatomirai Center), verification and confirmation of vouchers, review of related materials and records, and analytical procedures.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

### **STATEMENT OF INDEPENDENCE AND COMPETENCE**

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the organization, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on the knowledge, experience and qualifications of each of the team members for this assignment, and comprised auditors registered with lead auditors of ISO9001, ISO14001, ISO45001, and lead verifiers of greenhouse gas emissions.

### **ASSURANCE OPINION**

Within the scope of the assurance activities employing the methodologies described above, nothing has come to our attention that caused us to believe that the information and data contained within the Report does not provide a fair and balanced description of the organization's sustainability activities from 1<sup>st</sup> April, 2020 to 31<sup>st</sup> March, 2021.

The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

## AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

### Inclusivity

The organization has considered social issues related to stakeholders from the viewpoints of various sources such as GRI guidelines, ISO26000, SDG's, and corporative surveys. Social issues in the business segments are also extracted. These processes include the results of the communication with stakeholders through the dialog with external experts, regional exchange meetings, survey results to the report, and others. Additionally, various stakeholders are considered and involved in the process. The extracted issues are input into the materiality identified process. The ESG division consists of staff members whose skills are ensured as a result of substantial training and experience. SGS Japan Inc. confirmed the above processes through the assurance.

### Materiality

The extracted issues emphasized the social and environmental impacts associated with the Organization's business activities, and materiality assessment is conducted through various assessment processes identifying business management and social issues' solution. Identified issues are reflected in the Sustainable Value Plan (SVP)2030 depending on the materiality and certainty. The SVP2030 is positioned as the Organization's intended picture beyond its business strategy, and the philosophy that business management leads the solution of social issues is expressed. External experts are involved in the consideration process of materiality, and issues and needs from the stakeholders are reflected in the process. Additionally, the priority assignment and its standards are reviewed with external experts. The series of processes is available on the website and the Report. SGS Japan Inc. confirmed the above processes through the assurance.

### Responsiveness

The organization has disclosed a series of process to identify the issues and the corresponding status to the identified issues through various media such as sustainability report and website.

The organization implements two-way communications with stakeholders. The results from the communications are considered as the input information to identify the issues. The disclosed information is not only limited to that which is highly important for the organizations, but also includes a wide range of information that is disclosed by considering the GRI standards or corporative surveys. Since 2019, the Sustainability Report has been edited separately into two editions, "Management Performance" and "SVP Stories" to provide relevant information according to the needs of the stakeholders.

Efforts to use the unified indexes for information disclosure to as great a degree as possible are made. As a result, there is a certain amount of undisclosed information due to the difficulties in unifying the indexes in the global company with various business segments and organizational scale. The relevant divisions monitor progress toward target achievement of the issues reflected in the medium-term CSR plan under their own responsibility. As an example of addressing the issues, we confirmed to promote waste reduction and recycling thorough the advanced waste sorting process. SGS Japan Inc. confirmed the above processes through the assurance.

### Impact

The results of activities for the identified issues are reported in the sustainability report and website, including detailed case examples. This report also includes the impact on the environmental and social. Among the sustainability performances identified as verification targets, VOC emissions and social data (excluding data of disabilities and work accident) have not been disclosed regarding their impact on the ecosystem and social, so there is room for improvement in future disclosures. Consequently, SGS Japan Inc. confirmed through the verification that the Organization supports the principle of impact.

**For and on behalf of SGS Japan Inc.**

Director  
Certification and Business Enhancement

Yuji Takeuchi



**AA1000**  
Licensed Report  
000-8/V3-VIDQ5

24 June, 2021



### The details of the scope of assurance

The scope		The boundary	The assertion
<b>Environmental Data</b>			
1	The performance data Scope 1 and 2 include energy related greenhouse gas emissions. Energy consumption	The consolidated companies of the Organization (hereinafter The Fujifilm Group)	Scope1: 565kt-CO <sub>2</sub> Scope2: 409kt-CO <sub>2</sub>
2	The performance data Scope 1 include fluorocarbons	The Fujifilm Group	PFC : 0kg CFC : 0kg HCFC : 2,938kg HFC : 5,147kg
3	Scope3 (category 1)	The Fujifilm Group (Limited to purchased goods directly related to manufacturing)	1,237kt-CO <sub>2</sub>
4	Water usage	The Fujifilm Group	42Mm <sup>3</sup>
5	Water discharge	The Fujifilm Group	39Mm <sup>3</sup>
6	Total waste output volume*	The Fujifilm Group	77,684t
7	Direct VOC emissions	The Fujifilm Group	683 t
<b>Social Data</b>			
1	Composition of Employees	The Fujifilm Group	Total Regular employees: 73,275 Other than the above: Refer to the Report
2	Status of Regular Employees (Average age, Turnover rate, etc.)	FUJIFILM Corporation (hereinafter FF) and FUJIFILM Business Innovation Corp. (hereinafter FB)	Turnover rate: FF 1.42%, FB 3.49% Other than the above: Refer to the Report
3	Re-employment	FF and FB	FF 71, FB 191
4	Percentage of international employees (i.e. non-Japanese) in major positions	The Fujifilm Group	27%
5	Percentage of Women in Regular Employees and in Managerial Positions	The Fujifilm Group	The Fujifilm Group:15.4% Domestic site of The Fujifilm Group:5.8%
6	Percentage of Employment of Persons with Disabilities	The Fujifilm Group	2.48% As of the 1 April, 2021
7	Returning Rate from Childcare and Nursing care leaves	FF and FB	Refer to the Report
8	System for a Work-life Balance	FF and FB	Refer to the Report
9	A: Composition of Labor Union and Employee Association Membership B: Revisions to Systems That Operate Based on Agreements between the Labor Unions and the Company (in the last five years)	FF and FB	A: 8,154(68.5%) B: Refer to the Report
10	Training and Development Inputs	The Fujifilm Group	Number of hours per each employee:53 Number of cost per each employee:7,552
11	Number of Employees Taking Occupational Health and Safety Training	Domestic site of The Fujifilm Group	32,674
12	Work accident rate, Work accident severity, Number of Fatal Work Accidents	The Fujifilm Group	Work accident rate: Japan 0.29, Overseas 2.01 Work accident severity: Japan 0.004, Overseas 0.036 Number of Fatal Work Accidents:0

13	Results of the Fujifilm Group Compliance Awareness Survey	The Fujifilm Group	<p>You are proud to work for the Fujifilm Group (Engagement Score): 75%</p> <p>You feel that your current job is rewarding (Engagement Score): 67%</p>
14	Employment	FF and FB	Refer to the Report