



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the FUJIFILM Holdings Corporation Sustainability Report 2022.

NATURE AND SCOPE OF THE ASSURANCE

SGS Japan Inc. was commissioned by the FUJIFILM Holdings Corporation (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability Report 2022 (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 is 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 Organization is responsible for the preparation and fair presentation of the scope of the assurance.

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(2019);

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 Opto Materials CO., LTD. Yoshida Plant, FUJIFILM Wako Pure Chemical Corporation Tokyo Plant and R&D Sites), 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 the 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.

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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 April, 2021 to 31 March, 2022.

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 through the advanced waste sorting process. SGS Japan Inc. confirmed the above processes through the assurance.

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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 have not been disclosed regarding their impact on the ecosystem, 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.
Senior Executive & Director
Certification and Business Enhancement
23 June, 2022
Signed: Yuji Takeuchi



AA1000
Licensed Report
000-8/V3-DSH1J

A handwritten signature in black ink, appearing to be 'Yuji Takeuchi', written over a faint, light-colored rectangular stamp or watermark.

The details of the scope of verification

The scope		The boundary	The assertion
Environmental Data			
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: 622 kt-CO ₂ Scope2: 420 kt-CO ₂
2	The performance data Scope 1 include fluorocarbons	The Fujifilm Group	11,739 t-CO ₂ PFC : 0 kg CFC : 0 kg HCFC : 4,590 kg HFC : 5,165 kg
3	Scope3 (category 1)	The Fujifilm Group (Limited to purchased goods directly related to manufacturing)	2,130 kt-CO ₂
4	Water usage	The Fujifilm Group	43 Mm ³
5	Water discharge	The Fujifilm Group	38 Mm ³
6	Total waste output volume	The Fujifilm Group	86,563 t
7	Direct VOC emissions	The Fujifilm Group	754 t
Social Data			
1	Composition of Employees	The Fujifilm Group 31 March 2022	Total Regular employees: 75,474 Other than the above: Refer to the Report
2	Percentage of female in managerial positions	The Fujifilm Group 31 March 2022	The Fujifilm Group:16.1% Domestic site of The Fujifilm Group:6.4%
3	Percentage of employment of persons with disabilities	The Fujifilm Group 1 April, 2022	2.47%
4	A: Labor union membership B: Revisions to Systems That Operate Based on Agreements between the Labor Unions and the Company (in the last five years)	FUJIFILM Corporation (hereinafter FF) and FUJIFILM Business Innovation Corp. (hereinafter FB)	A: 6,539(67.6%) B: Refer to the Report
5	Percentage of international employees (i.e. non-Japanese) in major positions	The Fujifilm Group 31 March 2022	28%
6	Average Training and Development Inputs	The Fujifilm Group	Number of hours per each employee: about 19 hours Number of cost per each employee: about 20 thousand yen
7	Status of Regular Employees (Average age, Turnover rate, etc.)	FF and FB	Turnover rate: FF 1.72%, FB 3.55% Other than the above: Refer to the Report
8	Number of post retirement employees	FF and FB	FF 55, FB 152
9	Employment	FF and FB	Refer to the Report
10	Returning Rate from Childcare and Nursing care leaves and Retention rate after 3 years from reinstatement	FF and FB	Refer to the Report
11	System for a Work-life Balance	FF and FB	Refer to the Report
12	Number of Employees Taking Occupational Health and Safety Training	Domestic site of The Fujifilm Group	27,443

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13	Work accident rate, Work accident severity, Number of Fatal Work Accidents	The Fujifilm Group	Work accident rate: Japan 0.36, Overseas 1.40 Work accident severity: Japan 0.006, Overseas 0.025 Number of Fatal Work Accidents:0
14	Regular Employees by Region	The Fujifilm Group 31 March 2022	Japan 48.0% (Managers 22%, Female in total managers 6%, Male in total managers 94%, Other employees 78%, Female in Other employees 23%, Male in Other employees 77%) The Americas 10.0% (Managers 17%, Female in total managers 29%, Male in total managers 71%, Other employees 83%, Female in Other employees 35%, Male in Other employees 65%) Europe 9.0% (Managers 18%, Female in total managers 34%, Male in total managers 66%, Other employees 82%, Female in Other employees 34%, Male in Other employees 66%) Asia and others 33.0% (Managers 12%, Female in total managers 30%, Male in total managers 70%, Other employees 88%, Female in Other employees 45%, Male in Other employees 55%)

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