



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the FUJIFILM Holdings Corporation Sustainability Report 2023.

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 2023 (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, 2, and category 1, 11 of Scope 3), energy consumption, amount of water intake and drainage, waste generation, fluorocarbons emissions, 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 Electronic Materials Co.,Ltd. Shizuoka Office/ Shizuoka Plant, FUJIFILM Wako Chemical Co.,Ltd. Hiratsuka Plant), 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, 2022 to 31 March, 2023.

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.

Knowledge
Management Committee Member
Head of Certification/Accreditation



AA1000
Licensed Report
000-8/V3-2Z500

30 June, 2023

Signed: Yuji Takeuchi

A handwritten signature in black ink, appearing to be 'Yuji Takeuchi'. The signature is written in a cursive, somewhat stylized manner with a long horizontal stroke extending to the right.

The details of the scope of verification

The scope	The boundary	The statement
Environmental Data		
1	The performance data Scope 1 and 2 includes energy related greenhouse gas emissions. Energy consumption	The consolidated companies of the Organization (hereinafter The Fujifilm Group) Scope1 : 558,050 t-CO ₂ Scope2 : 399,832 t-CO ₂
2	The performance data Scope 1 include non-energy related CO ₂ and HFC, PFC	The Fujifilm Group 22,220 t-CO ₂
3	Scope3 (category 1)	The Fujifilm Group (Main raw materials as defined by the Organization) 2,200,079 t-CO ₂
4	Scope3 (category 11)	The Fujifilm Group (Energy-using products) 465,155 t-CO ₂
5	Amount of water intake	The Fujifilm Group 41,850 thousand m ³
6	Amount of water drainage	The Fujifilm Group 35,749 thousand m ³
7	Amount of waste generation	The Fujifilm Group 109,312 t
8	Direct fluorocarbons emissions regulated by Act on the Rational Use and Proper Management of Fluorocarbons (including ozone-depleting substances)	The Fujifilm Group CFC : 0 kg HCFC : 1,286 kg
9	Direct VOC emissions	The Fujifilm Group 645 t
Social Data		
1	Regular Employees by Region	The Fujifilm Group 31 March 2023 Japan 52.0% (Managers 22%, Female in total managers 7%, Male in total managers 93%, Other employees 78%, Female in Other employees 23%, Male in Other employees 77%) The Americas 11.0% (Managers 20%, Female in total managers 31%, Male in total managers 69%, Other employees 80%, Female in Other employees 36%, Male in Other employees 64%) Europe 9.0% (Managers 19%, Female in total managers 32%, Male in total managers 68%, Other employees 81%, Female in Other employees 36%, Male in Other employees 64%) Asia and others 29.0% (Managers 12%, Female in total managers 31%, Male in total managers 69%, Other employees 88%, Female in Other employees 46%, Male in Other employees 54%)
2	Employee Structure	The Fujifilm Holdings Corporation 31 March 2023 Executive officers (excluding Directors): Total 7 Male 7 Female 0
		The Fujifilm Group 31 March 2023 Regular employees: Total 73,878, Male 51,909, Female 21,969 Managerial personnel: Total 13,818, Male 11,543, Female 2,275 General employees: Total 60,060, Male 40,366, Female 19,694 Non-regular employees: 9,635

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3	Regular employees	The Fujifilm Corporation 31 March 2023	<p>Employees: Total (number / proportion) 4,607 / 100.0 % Male (number / proportion) 3,772 / 81.9 % Female (number / proportion) 835 / 18.1 %</p> <p>Managerial personnel: Total (number / proportion) 1,154 / 100.0 % Male (number / proportion) 1,096 / 95.0 % Female (number / proportion) 58 / 5.0 %</p> <p>Average age: Total 42.82, Male 43.19, Female 41.15 Average length of employment (years): Total 17.86, Male 18.00, Female 17.24 Utilization of paid leave: 73.5 %</p> <p>Turnover rate: Total 1.81 %, Male 1.87 %, Female 1.49 % Percentage of male employees taking childcare leave: 52.0% Gender pay gap: All workers 70.4%, regular workers 72.7%, part-time workers 62.6%, managers 101.1%, general 79.6%</p>
		The Fujifilm Business Innovation Corp. 31 March 2023	<p>Employees: Total (number / proportion) 4,505 / 100.0 % Male (number / proportion) 3,806 / 84.5 % Female (number / proportion) 699 / 15.5 %</p> <p>Managerial personnel: Total (number / proportion) 956 / 100.0 % Male (number / proportion) 872 / 91.2 % Female (number / proportion) 84 / 8.8 %</p> <p>Average age: Total 45.14, Male 45.89, Female 41.09 Average length of employment (years): Total 20.10, Male 20.67, Female 17.03 Utilization of paid leave: 75.3 %</p> <p>Turnover rate: Total 4.89 %, Male 4.59 %, Female 6.50 % Percentage of male employees taking childcare leave: 82.2% Gender pay gap: All workers 75.8%, regular workers 78.7%, part-time workers 71.9%, managers 98.8%, general 82.1%</p>
4	New regular employee hires	The Fujifilm Corporation 1 April 2023 (mid-career is fiscal year)	<p>Number of new graduate new hires: Total 129, Male 96, Female 33 Technical positions: Total 78, Male 59, Female 19 Administrative positions: Total 51, Male 37, Female 14 Number of mid-career recruitment: Total 46, Male 34, Female 12</p>
		The Fujifilm Business Innovation Corp. 1 April 2023 (mid-career is fiscal year)	<p>Number of new graduate new hires: Total 61, Male 45, Female 16 Technical positions: Total 47, Male 37, Female 10 Administrative positions: Total 14, Male 8, Female 6 Number of mid-career recruitment: Total 16, Male 15, Female 1</p>
5	Post retirement employees	The Fujifilm Corporation and The Fujifilm Business Innovation Corp.	<p>The Fujifilm Corporation: 90 The Fujifilm Business Innovation Corp.: 104</p>
6	Percentage of international employees (i.e. non-Japanese) in major positions	The Fujifilm Group 31 March 2023	27.8 %
7	Percentage of women in managerial positions	The Fujifilm Group 31 March 2023	<p>The Fujifilm Group: 16.5% Domestic site of The Fujifilm Group: 6.9%</p>
8	Percentage of employment of persons with disabilities	Domestic site of The Fujifilm Group 1 May, 2023	2.45%

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9	Returning Rate from Childcare and Nursing care leaves	The Fujifilm Corporation	Returning rate from childcare leave: Total 98.4 %, Male 100.0 %, Female 97.4 % Returning rate from nursing care leave: Total 100.0 %, Male 100.0 %, Female 100.0 % Retention rate after 3 years from reinstatement (childcare): Total 89.4 %, Male 100.0 %, Female 83.9 % Retention rate after 3 years from reinstatement (nursing care): Total 100.0 %, Male N/A, Female 100.0 %
		The Fujifilm Business Innovation Corp.	Returning rate from childcare leave: Total 95.6 %, Male 98.4 %, Female 88.9 % Returning rate from nursing care leave: Total 100.0 %, Male 100.0 %, Female 100.0 % Retention rate after 3 years from reinstatement (childcare): Total 70.3 %, Male 63.8 %, Female 75.0 % Retention rate after 3 years from reinstatement (nursing care): Total 100.0 %, Male 100.0 %, Female N/A
10	System for balancing work and life (in the last 5 years)	The Fujifilm Corporation and The Fujifilm Business Innovation Corp.	Refer to the Report
11	Labor union membership	The Fujifilm Corporation and The Fujifilm Business Innovation Corp.	Total number of employees represented by an independent trade union: 6,125 Percent of employees represented by an independent trade union: 67.2%
12	Revisions to Systems That Operate Based on Agreements between the Labor Unions and the Company (in the last 5 years)	The Fujifilm Corporation and The Fujifilm Business Innovation Corp.	Refer to the Report
13	Number of Employees Taking Occupational Health and Safety Training	The Fujifilm Group	21,195
14	Number of Fatal Workplace Accidents	The Fujifilm Group	Employees: 0 Contracted: 0
15	Workplace accident rate and Workplace accident severity	The Fujifilm Group	Workplace accident rate: Japan 0.36, Overseas 1.94 Workplace accident severity: Japan 0.007, Overseas 0.031
16	Training and Development Inputs	The Fujifilm Group	Hours: Total approx. 1.60 million, Average per employee approx. 20 hours Amount spent: Total approx. 3.1 billion yen, Average per employee approx. 37 thousand yen
17	Employee Engagement	The Fujifilm Group	Response Rate:90%, Number of Responses :68,485, Engagement Score: 80%

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