

**FUJIFILM Holdings
America Corporation**

Modern Slavery and Human Trafficking Statement

INTRODUCTION

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the “Act”) and describes the steps taken during the financial year commencing April 1, 2025 and ending March 31, 2026 to prevent slavery and human trafficking in our business and supply chains. FUJIFILM Holdings America Corporation and its six wholly owned subsidiaries, FUJIFILM SonoSite, Inc., FUJIFILM North America Corporation, FUJIFILM Healthcare Americas Corporation, FUJIFILM Dimatix, Inc., FUJIFILM Biotechnologies, and FUJIFILM Cellular Dynamics, Inc. (collectively, the “FUJIFILM Americas Reporting Group”), are committed to acting ethically and with integrity in all business dealings and relationships, promoting compliance with applicable laws, and protecting the dignity and rights of all people connected to our business.

The FUJIFILM Americas Reporting Group is part of the group of companies owned by FUJIFILM Holdings Corporation, which has its head office in Japan (“Fujifilm Group”). The FUJIFILM Americas Reporting Group recognizes that addressing modern slavery and human trafficking risk requires sustained effort. This statement outlines measures in place and actions taken to assess and address these risks in our business and supply chains.

As a global organization providing customers with innovative product and service solutions around the world, the Fujifilm Group is involved in the procurement of numerous materials, components and services. In this role the Fujifilm Group acknowledges that it is responsible for ensuring the quality and safety of its product and service solutions and appropriately managing the supply chain of materials, components and services used in their production. The Fujifilm Group is also a significant user of services within its organization at both a global and local level. In response to ever increasing social demands, the Fujifilm Group is keen to fulfill its social responsibilities across its entire supply chain. The scope of this responsibility covers the global environment, ethics, human rights, health and safety and other labor conditions of those working within the supply chain

from a corporate social responsibility perspective. FUJIFILM Holdings Corporation has signed up to United Nations Global Compact, a voluntary initiative that encourages companies to undertake fair operations in the area of human rights, labor, environment and anti-corruption.

Under a partnership with its suppliers based on mutual understanding and trust, the Fujifilm Group aims to build a more robust and sustainable supply chain through socially responsible procurement that reduces business risks in the supply chain and increases the competitiveness and corporate value of all parties in the chain. As part of these activities, the Fujifilm Group continues to improve its practices to combat any kind of slavery and human trafficking. Companies within the Fujifilm Group are required to conduct their activities in accordance with the [Fujifilm Group Charter for Corporate Behavior](#) and the [Fujifilm Group Code of Conduct](#) which cover a variety of ethical business principles including the prevention of slavery and human trafficking in the activities of such companies. For those of our companies involved in the healthcare sector, the [Fujifilm Group Global Healthcare Code of Conduct](#) must also be complied with.

The [Fujifilm Group Human Rights Statement](#) applies to all personnel in the Fujifilm Group. All business partners associated with the provision of any products and/or services of any Fujifilm Group company are also expected to comply with this Statement. This is driven by a belief that respecting the human rights of workers in the supply chain increases productivity and moral action, which in turn leads to the provision of better products and services, as well encouraging innovation. In addition the [Fujifilm Group AI Policy](#) establishes basic principles for the application of AI technology, such as respect for human rights and fair and appropriate use of the technology, for our various businesses to guide the drive to accelerate the use of technology to resolve social issues. This was updated in December 2025 to align with the new Fujifilm Group Purpose of “Giving Our World More Smiles” and to strengthen the Fujifilm Group’s commitment to the responsible use of AI technology.

The Fujifilm Group aims to develop together with its

suppliers by encouraging them to take initiatives in CSR activities to spread such positive effects. Recognizing the slavery and human trafficking impact of the conflict minerals issue, the [Fujifilm Group’s stance toward the issue of responsible minerals procurement](#) is also made clear in more detail on the Fujifilm global website and Fujifilm Group companies are obliged to undertake the required actions in this area.

As part of the Fujifilm Group’s commitment to these principles, FUJIFILM Holdings Corporation adopted the [Fujifilm Group Supplier Code of Conduct](#) (“Supplier Code of Conduct”) in December 2025 which outlines key practices that suppliers are expected to implement based on the [Fujifilm Group Charter for Corporate Behavior](#), [Fujifilm Group Code of Conduct](#) and [Fujifilm Group Human Rights Statement](#) along with the Fujifilm Group’s other principles and policies and is based on internationally recognized standards. This continues the development of its Sustainable Procurement Promotion Program that also covers (1) dissemination of procurement-related policies (including the [Fujifilm Group Sustainable Procurement Guidelines for Suppliers](#) (“Supplier Guidelines”) which was updated in January 2026 to align with the [Supplier Code of Conduct](#); (2) risk assessments of suppliers in high risk areas; and (3) requests to improve any supplier facing CSR risks together with offers of support. The program is run cyclically to check on suppliers to ensure improvements have been made. This Sustainable Procurement Promotion Program has been adopted by Fujifilm Group companies in Japan (including FUJIFILM Corporation (a Japanese subsidiary of FUJIFILM Holdings Corporation which owns the group of subsidiary companies to which we belong)) and certain Fujifilm Group companies in other parts of Asia, in Europe and in North America. This Sustainable Procurement Promotion Program will continue to be introduced at other Fujifilm Group companies around the world.

In addition, FUJIFILM Holdings Corporation’s stated goal under its Sustainable Value Plan 2030 (SVP 2030), is to become a corporation that promotes social innovation involving all employees and action on social issues from a long-term perspective. In connection

with the 15 priority issues established in the six areas of the environment, health, daily life, work style, supply chain and governance, enhancing management of the entire supply chain from the viewpoint of Corporate Social Responsibility has been established as one of the particular priority areas.

ORGANIZATION STRUCTURE

FUJIFILM Holdings America Corporation is the regional headquarters for the Americas. Its subsidiary companies manufacture, market and provide services across photographic, medical imaging and informatics, pharmaceutical, regenerative medicine, biopharmaceutical contract manufacturing, data storage, electronic materials, chemicals, industrial testing, and graphic arts sectors.

OUR BUSINESS

Our business comprises the following FUJIFILM Holdings America Corporation subsidiaries included in this statement:

FUJIFILM SonoSite, Inc.: develops and supplies portable point-of-care ultrasound and ultra-high-frequency micro-ultrasound technology through a global distribution network.

FUJIFILM North America Corporation: markets consumer and commercial photographic products and services, digital cameras and lenses, graphic communication products, optical devices, and industrial products. Its business includes the INSTAX® line and support for commercial imaging and printing markets.

FUJIFILM Healthcare Americas Corporation: provides medical imaging and healthcare technology, including digital radiography, mammography, CT, MRI, ultrasound, gastroenterology, pulmonology, endosurgery, and minimally invasive surgery solutions. and vaccines.

FUJIFILM Cellular Dynamics, Inc.: develops and manufactures human cells for drug discovery, disease modeling, custom cell services, toxicology and safety pharmacology, and provides contract development and

manufacturing services for cell therapies.

FUJIFILM Dimatix, Inc.: supplies drop-on-demand inkjet printheads for commercial and industrial printing, product decoration, and materials deposition applications.

FUJIFILM Biotechnologies: supplies life-science products and services supporting research, cell and gene therapy, and the production of biotherapeutics

The FUJIFILM Americas Reporting Group employs people throughout the Americas and conducts business operations in North America. Its activities include the production, sale, distribution and import of goods in the United Kingdom and other countries.

OUR SUPPLY CHAINS

A large portion of the goods purchased and sold by the FUJIFILM Americas Reporting Group are supplied by subsidiaries of its ultimate parent company, FUJIFILM Holdings Corporation. The FUJIFILM Americas Reporting Group also purchases imaging, life-science, healthcare and other finished products for resale in the United Kingdom from suppliers located in the United States, Japan and other countries. The supply chain includes ancillary services such as transportation and carriers. Under the terms and conditions of its standard purchase order, the FUJIFILM Americas Reporting Group requires suppliers to certify that they will not obtain merchandise from manufacturers or sellers when the supplier knows or has reason to believe that those manufacturers or sellers violate Fujifilm's Business Partner Code of Conduct.

Within our own operations, we have assessed our risk profile based on sector and industry risks as low. Our workers are primarily employed in the United States, where fair and responsible employment practices are in place to protect and promote workers' rights.

We nevertheless recognize that modern slavery risks may be present in parts of our supply chain, including in Asia and the Pacific region, particularly China, where certain raw materials and products are manufactured. We are also aware of supply-chain activities involving outsourced, contracted or subcontracted labor.

Because these workers are generally not employed directly by the FUJIFILM Americas Reporting Group or the Fujifilm Group, visibility into working conditions and employment terms may be limited.

Due to the complexity of global supply chains, visibility below direct suppliers remains limited in certain categories. The Fujifilm Group continues to classify supplier risks and map key parts of its supply chain to improve its understanding of modern slavery risks and tailor risk-management actions.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We comply with the [Fujifilm Group Charter for Corporate Behavior](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human Rights Statement](#) which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and promoting this approach in our supply chains via the to prevent and mitigate any human rights abuses.

OUR PROCESSES TO PREVENT SLAVERY AND HUMAN TRAFFICKING

All Fujifilm Group staff around the world are required to abide by the [Fujifilm Group Charter for Corporate Behavior](#), [Fujifilm Group Code of Conduct](#), and [Fujifilm Group Human Rights Statement](#) in order to ensure that all Fujifilm Group companies exhibit and promote ethical business activities.

FUJIFILM Holdings Corporation conducts annual screening of priority risk issues (including potential ones) in business processes at all Fujifilm Group companies. All Fujifilm Group companies identify priority risk issues, plan and execute necessary measures to address those issues, and manage their

results. Priority issues for the Fujifilm Group as a whole, based on the review results for each Fujifilm Group company, and the results of action implemented are reported to, and deliberated on by, the FUJIFILM Holdings Corporation ESG Committee and reported to the Board of Directors of FUJIFILM Holdings Corporation. This includes human rights issues. Human rights are specified explicitly as one of the perspectives requiring attention at each Fujifilm Group company in review of our priority risk issues. If a Fujifilm Group company has identified any human rights risk, it is required to develop and implement preventive and mitigating measures. FUJIFILM Holdings Corporation uses external risk screening services for vetting suppliers for potential unethical business activities to enable early initial responses. This service covers nearly 3,000 suppliers in China, Japan and other Asian countries, from which we source about 70% of our direct materials in terms of procurement amount.

The Fujifilm Group is a member of the [Japan Center for Engagement and Remedy on Business and Human Rights \(JaCER\)](#) which provides a non-judicial "Engagement and Remedy Platform" in relation to potential human rights issues that complies with the United Nations' Guiding Principles on Business and Human Rights. In the reporting year, basic training on "Business and Human Rights" was completed by 99.2% of all executives and employees in Japan (49,273 individuals) and by over 8,500 targeted employees in China (98.6% of those targeted). During the training, awareness of the use of membership of the JaCER to enhance the objectivity and fairness of its grievance (whistleblowing) mechanisms in its supply chain in the area of human rights was highlighted, as well as the importance of Fujifilm's ethical procurement goals.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from certain Fujifilm Group companies in other parts of Asia, Europe and North America (if any), procurement staff in those companies are expected to operate the Sustainable Procurement Promotion Program in order to seek to establish that suppliers act in accordance with the [Supplier Code of Conduct](#) and the [Supplier Guidelines](#).

As part of our own initiatives to identify and manage risk for products that we source ourselves and for services, the FUJIFILM Americas Reporting Group carries out background checks and periodically reassesses employment practices. Measures also include internal or external supplier audits, third-party screening for modern slavery risk and, where appropriate, on-site inspections. The FUJIFILM Americas Reporting Group maintains whistleblowing channels and provides protections for whistleblowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

The Fujifilm Group promotes actions to ban slavery and human trafficking from its supply chain mainly with the framework of ethical procurement.

For the products that we sell that are ultimately sourced from FUJIFILM Corporation or from Fujifilm Group companies in certain other parts of Asia and in North America (if any), suppliers of those products are requested to commit to ethical business principles in a number of areas where human rights can be affected - these include the prohibition of forced labor, child labor and inhumane treatment (including in the context of conflict minerals) as set out in the [Supplier Code of Conduct](#) and the [Supplier Guidelines](#). The [Supplier Code of Conduct](#) was communicated to priority suppliers in Japan, China and other Asian regions. During the reporting year, forms agreeing to adhere to the [Supplier Code of Conduct](#) were received from 1,519 suppliers.

More and more Fujifilm Group companies also use the Fujifilm Group Supplier CSR Checklist to assess suppliers' compliance with the [Supplier Code of Conduct](#) and the [Supplier Guidelines](#) where considered necessary. As a result of suppliers completing these Checklists, primary suppliers in Japan, Europe and the USA have been assessed as a low CSR risk. These Fujifilm Group companies continue to extend the request to complete these Checklists to direct suppliers around the world (Tier 1 suppliers) and increasingly to manufacturers supplying those

suppliers (Tier 2 suppliers). In the reporting year Fujifilm Group companies received approximately 900 completed Checklists from suppliers covering over 1,500 sites. Fujifilm Group companies also have provided feedback sheets to each supplier after receipt of a completed Checklist which includes scores and comments on where improvements (if any) are necessary, including on human rights-related items. In cases where significant risk is identified, Fujifilm Group companies continue to conduct on-site CSR audits using expert teams from Fujifilm Group company production sites. Again, China and Vietnam were the main countries where issues arose with further risk assessment being required on 50 suppliers which resulted in carrying out on-site audits of 46 suppliers out of those 50. In addition to the on-site audits, interviews and other follow-up engagements were conducted with 198 suppliers where responses to the Checklist were deemed worthy of more detailed investigation. As a result of all these activities, improvements have been confirmed with suppliers in areas such as better management of overtime hours/prevention of continuous work shifts, improved labor/human rights management systems in relation to, amongst other things, discrimination and the health and safety of young workers, better management of chemicals and toxic substances and ensuring that suppliers have in place internal whistleblowing systems.

Chinese suppliers remain a key focus area and strengthening engagement with suppliers is seen as critical. As mentioned last year the appointment of a local co-ordinator in China, in addition to providing improvement requests and advice in Chinese, has enhanced supplier engagement (responding to inquiries, providing specific advice, and conducting briefing sessions for suppliers), as well as strengthening CSR efforts at all Fujifilm Group's manufacturing sites in China (with training programs for buyers being conducted in October 2025 and March 2026). A Sustainable Procurement Briefing Session (including communication of the Supplier Code of Conduct and broader sustainable procurement expectations) for suppliers to all Fujifilm companies in China was held in December 2025, Fujifilm Group's first-ever event covering suppliers to all of its Chinese

manufacturing sites.

For products that the FUJIFILM Americas Reporting Group source ourselves and for services, our procurement and compliance activities include communicating supplier expectations through purchase-order terms and the FUJIFILM Americas Reporting Group Business Partner Code of Conduct, using risk-based third-party screening, reviewing supplier due-diligence information and escalating identified concerns for appropriate follow-up.

TRAINING

To support understanding of modern slavery and human-trafficking risks, procurement and other relevant staff receive training through global and local programs. In the reporting year, basic "Business and Human Rights" training was completed by 99.2% of executives and employees in Japan, representing 49,273 individuals, and by more than 8,500 targeted employees in China, representing 98.6% of those targeted. FUJIFILM Americas Reporting Group employees are also training on the Fujifilm Group Code of Conduct, which includes certain provisions addressing respect for human rights.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

The FUJIFILM Americas Reporting Group considers the following indicators when evaluating the effectiveness of its actions:

- completion and reach of employee training;
- risk-screening results, follow-up engagements and on-site assessments; corrective actions and improvements confirmed through supplier engagement; and
- operation of grievance and whistleblowing mechanisms.

FURTHER STEPS

To further combat human rights risks within the supply chain, Fujifilm Group companies will continue to promote actions with the framework of ethical procurement. The roll-out of the Supplier Code of Conduct to suppliers has continued and will continue together with ongoing supplier engagement and capability-building initiatives, continued procurement and human-rights training programs and supplier assessment, follow-up engagement and audit programs. Following a review of the effectiveness of the steps taken during the reporting year, the Fujifilm Group intends to continue rolling out and reinforcing the Supplier Code of Conduct and updated Sustainable Procurement Guidelines for Suppliers; strengthening supplier risk assessment and supply-chain transparency; providing procurement and human-rights training; conducting supplier assessment, follow-up engagement and, where warranted, on-site audits; and using performance information to evaluate actions and prioritize further improvement. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the FUJIFILM Americas Reporting Group's slavery and human trafficking statement for the financial year commencing April 1, 2025 and ending March 31, 2026.



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