

Fujifilm Holdings  
America Corporation\*

Modern  
Slavery  
Statement

\*Entity includes FUJIFILM Holdings America Corporation, FUJIFILM North America Corporation , FUJIFILM Canada, Inc., FUJIFILM Sonosite, Inc.

1 Introduction

1.1 This report is made pursuant to the reporting requirements of Canada’s Fighting Against Forced Labour in Supply Chains Act (S.C.2023, c9) (the “Act”). At FUJIFILM Holdings America Corporation, FUJIFILM Canada, Inc., FUJIFILM Sonosite, Inc. and FUJIFILM North America Corporation (collectively, the “**Fujifilm Group**”), we are committed to acting ethically and with integrity in all of our business dealings and relationships, promoting compliance with applicable laws and protecting the dignity and rights of all people connected to our business. We strive to work closely with our suppliers to ensure their workforce, and the workforces in their supply chains, are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

1.2 The Fujifilm Group acknowledges that stamping out modern slavery and human trafficking risk is a process that will take time. Our reporting outlines the measures we have in place and the efforts we have undertaken to assess and address risks of modern slavery and human trafficking in our business and supply chain.

2 Our organizational structure, business operations and supply chains

2.1 The Fujifilm Group is comprised of FUJIFILM Holdings America Corporation and the three subsidiaries listed below.

2.2 **FUJIFILM Holdings America Corporation** is the regional headquarters for the Americas. Its subsidiary companies manufacture, market and provide service for a broad spectrum of industries including photographic, medical imaging and informatics,

pharmaceutical, regenerative medicine, and biopharmaceutical contract manufacturing. Industrial segments include data storage, electronic materials, chemicals, industrial testing products, and graphic arts products and services.

**FUJIFILM Sonosite, Inc.** is an innovator and world leader in point-of-care ultrasound, and an industry leader in ultra-high frequency micro-ultrasound technology. Headquartered near Seattle, the company is represented by a global distribution network in over 100 countries. FUJIFILM Sonosite’s portable, compact systems are expanding the use of ultrasound across the clinical spectrum by cost-effectively bringing high-performance ultrasound to the point of patient care.

**FUJIFILM North America Corporation**, a marketing subsidiary of FUJIFILM Holdings America Corporation, consists of five operating divisions and one subsidiary company, **FUJIFILM Canada**, Inc.

The **Imaging Division** provides consumer and commercial photographic products, services and support including photographic paper; digital printing equipment; personalized photo products; film; one-time-use cameras; and the popular INSTAX® line of instant cameras and accessories.

The **Electronic Imaging Division** markets consumer digital cameras, lenses, and content creation solutions.

The **Business Innovation Division** supplies products and services to the commercial printing industry.

The **Optical Devices Division** provides optical lenses for the broadcast, cinematography, closed circuit television, videography, and industrial markets, and also markets binoculars and other optical imaging solutions.

The **Industrial and Corporate New Business Development Division** delivers new products derived from Fujifilm’s technologies.

2.3 The Fujifilm Group employs people throughout the Americas and has business operations in North America. Its activities include the production, sale, distribution and import of goods in Canada and outside Canada.

2.4 A large portion of the goods purchased and sold by the Fujifilm Group are supplied by subsidiaries of the Fujifilm Group’s ultimate parent company, FUJIFILM Holdings Corporation, and/or its subsidiaries (collectively “**Fujifilm Global**”). The Fujifilm Group also purchases imaging, life science, healthcare and other categories of finished products to resell in the Canadian market from suppliers located in United States, Japan and other countries. The Fujifilm Group’s supply chain also includes ancillary services that contribute to the Group’s main production operations, such as transporters and carriers. Pursuant to the terms and conditions of its standard purchase order, Fujifilm Group requires, and the supplier certifies, that the supplier will not obtain merchandise from manufacturers/sellers where the supplier has knowledge or reason to believe that the manufacturers/sellers are in violation of [Fujifilm’s Business Partner Code of Conduct](#).

2.5 To learn more about our business, please see [Fujifilm \[Global\]](#) (select the ‘North America’ region).

3 Our supply chain risk profile

3.1 Within our operations, we have assessed our risk profile based on sector and industry risks as low. All of our workers are employed in United States and Canada, where we have fair and responsible employment practices in place to protect and promote workers’ rights.

3.2 That said, we recognize that risks of modern slavery may be present in our supply chain in areas such as Asia and the Pacific region, specifically China

where certain raw materials and/or products are manufactured. We are also aware of parts of our supply chain where outsourced/ contracted/ subcontracted labour is used. Since a majority of such workers are not employed directly by the Fujifilm Group or Fujifilm Global, we have less control and visibility over their working conditions and employment terms. Thus, Fujifilm Global actively tailors risk management actions and continues its efforts to classify supplier risks and map key parts of our supply chain to identify and improve our understanding of modern slavery risks.

4 Actions taken to combat slavery risks

4.1 Building on the policies and procedures we have in place, the Fujifilm Group has developed processes and implemented strategies to:

- A. Assess and better understand areas of potential risk in our business and supply chain.

B. Monitor potential risk areas in our business and supply chain.

C. Reduce or mitigate the risk of slavery and human trafficking occurring in our business and supply chain.

5 Our policies on modern slavery

5.1 As an international organization providing customers with innovative product and service solutions in various countries, 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.

- 5.2

FUJIFILM Holdings Corporation, including the Fujifilm Group, is committed to fulfilling 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 labour conditions of those working within the supply chain. FUJIFILM Holdings Corporation, the Fujifilm Group's ultimate parent company, has signed on to the United Nations Global Compact, a voluntary initiative that encourages companies to undertake fair operations in regard to human rights, labour, the environment and anti-corruption.
- 5.3

In partnership with its suppliers, based on mutual understanding and trust, FUJIFILM Holdings Corporation, including 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.
- 5.4

Companies within FUJIFILM Holdings Corporation, including 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. Our companies involved in the healthcare sector must also comply with the [Fujifilm Group Global Healthcare Code of Conduct](#). Further, the [Fujifilm Group Human Rights Statement](#) applies to all personnel in FUJIFILM Holdings Corporation, including the Fujifilm Group.
- 5.5

To guide our businesses in accelerating the use of technology to resolve social issues, the [Fujifilm Group AI Policy](#) establishes basic principles for using AI technology that include respect for human rights and

fair, ethical and appropriate use of the technology. Recognizing the slavery and human trafficking impact of the conflict minerals issue, [Fujifilm's stance toward the issue of responsible minerals procurement](#) is also clearly detailed on the Fujifilm global website, and Fujifilm Group companies are obliged to undertake required actions.

- 5.6

The Fujifilm Group has further set clear expectations for business partners by including our [Business Partner Code of Conduct](#) in our purchase order terms and conditions.

- 5.7

FUJIFILM Holdings Corporation's stated goal under its [Sustainable Value Plan 2030](#) (SVP 2030) is to become a corporation that engages all employees in promoting social innovation and taking action on social issues from a long-term perspective. Fifteen priority issues are established in six areas: (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 (CSR) has been established as one of the key priority areas.

6

Due diligence processes

- 6.1

The Fujifilm Group will not tolerate any form of modern slavery and human trafficking within its supply chain. To identify and manage risks of modern slavery and human trafficking in our own business, we carry out background checks and periodically reassess our employment practices to ensure we meet or surpass employment standards in all jurisdictions in which we operate.
- 6.2

In addition, FUJIFILM Holdings Corporation, including the Fujifilm Group, has systems in place to:

A. Establish, assess and monitor areas of potential risk in our business and supply chains.

B. Reduce or mitigate the risk of slavery and

human trafficking occurring in our business and supply chains.

- C. Provide adequate protection for whistleblowers

- 6.3

These initiatives include tools such as internal/external supplier audits, checking specific suppliers with external third parties for any modern slavery risk or, in some cases, conducting on-site inspections.

7

Sustainable Procurement Promotion Program

- 7.1

Fujifilm Group seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. FUJIFILM Holdings Corporation, including the Fujifilm Group, collaborates with its suppliers and encourages them to take on CSR initiatives to amplify our impact.

- 7.2

FUJIFILM Holdings Corporation, including the Fujifilm Group, continues to develop its Sustainable Procurement Promotion Program (the "SPP Program") that covers:

- A. Dissemination of the company's approach to CSR. This includes ensuring that all suppliers follow Fujifilm's Sustainable Procurement Guidelines for Suppliers ("Supplier Guidelines") which cover items listed in the [Fujifilm Group Charter for Corporate Behavior](#), [Fujifilm Group Code of Conduct](#) and [Fujifilm Group Human Rights Statement](#).

- B. Supplier Assessments

- C. Request/support for supplier's improvement activities

- D. Improvement activities by suppliers

- 7.3

The program is run cyclically to monitor suppliers to ensure that improvements have been made. This SPP Program has been adopted by FUJIFILM Holdings Corporation companies in Japan and certain companies in other parts of Asia, Europe and North America. The SPP will continue to be introduced at other Fujifilm companies around the world.

- 7.4

Fujifilm Group companies that have put in place the SPP Program supply the Human Rights Statement to business partners associated with the provision of any products and/or services, and such partners are expected to comply with this Statement. Fujifilm believes that respecting the human rights of workers in the supply chain increases productivity and aligns our workplace ethics, which in turn leads to better products and services, and ultimately encourages innovation.

8

Training

- 8.1

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide CSR training to our procurement staff. In July 2024, briefings on the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER) were held for the procurement departments of subsidiaries in Japan that purchase direct materials. In addition, Fujifilm Group staff are trained on the Code of Conduct, which includes provisions that address respect for human rights.

9

Remediation measures

- 9.1

The Fujifilm Group takes all violations of our policies very seriously. Allegations of forced labour or child labour in our business and supply chains will be investigated quickly and appropriately. During the current reporting period, we have not discovered any confirmed instances of forced labour or child labour in our business or supply chain.

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Remediation measures resulting in loss of income to vulnerable persons

- 10.1

The Fujifilm Group recognizes that remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable groups, such as migrant labourers, unskilled labourers, indigenous people, women or children. During the current reporting period, we have not discovered any confirmed instances of forced labour or child labour in our business or supply chain. To our knowledge, we have not taken any remediation measures that would have led to loss of income to the most vulnerable families.

11

Effectiveness in combating modern slavery risks

- 11.1

To assess the effectiveness of its actions, each year, FUJIFILM Holdings Corporation, including the Fujifilm Group, evaluates the following key performance indicators (KPIs):
- 11.2

**Training:** Fujifilm Charter for Corporate Behaviour and the Fujifilm Group Code of Conduct annual training is given to Fujifilm employees worldwide. The training covers a variety of ethical business principles including the prevention of slavery and human trafficking. Specific human rights training was provided to approximately 46,000 employees in Japan and China during the reporting period.
- 11.3

**Supplier Vetting/Inspections:** Suppliers determined by Fujifilm to be critical are requested to complete a checklist annually. Additional onsite risk assessments are conducted. In 2024, self-check surveys were conducted for over 900 suppliers and on-site assessments were conducted for more than 40 suppliers. An external risk screening tool is also utilized with over 3,000 tier one suppliers (mainly from China and the Asia-Pacific region) being screening and monitored.





- 11.4

**Whistleblowing:** Fujifilm has a global whistleblowing system that is monitored. In June 2024, FUJIFILM Holdings Corporation became a member of JaCER, a general incorporated association established to support and promote grievance resolution mechanisms, with a particular focus on addressing human rights issues in supply chains.
- 11.5

The analysis of such KPIs for the current reporting period is still in progress. We expect to report more fully in next year’s Modern Slavery Statement.

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Approval of the Statement

- 12.1

This Statement is made in accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act and constitutes the Fujifilm Group’s joint Modern Slavery Statement for the financial year commencing on April 1, 2024, and ending on March 31, 2025.
- 12.2

This Statement was approved by the Board of Directors of FUJIFILM Holdings America Corporation pursuant to Paragraph 11(4)(b)(ii) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act on May 23, 2025.
- 12.3

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kenya Nakashima

President, FUJIFILM Holdings America Corporation

I have the authority to bind Fujifilm Group.