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Fujifilm Holdings America Corporation*

Modern Slavery and Human Rights Statement

*Entity includes FUJIFILM Holdings America Corporation, FUJIFILM Cellular Dynamics, Inc., FUJIFILM Dimatix, Inc., FUJIFILM SonoSite, Inc., and FUJIFILM Sonosite Ltd.

1 Introduction

1.1 This Modern Slavery and Human Trafficking Statement (the "Statement") has been prepared pursuant to the UK Modern Slavery Act (2015) ("Act") reporting requirement.

This Statement sets out the actions taken by FUJIFILM Holdings America Corporation and its three wholly owned subsidiaries, FUJIFILM Cellular Dynamics, Inc., FUJIFILM Dimatix, Inc. and FUJIFILM SonoSite, Inc., including its subsidiary FUJIFILM SonoSite Ltd. (the "Company") required to report under the Act to assess and address modern slavery and human rights risks in its operations and supply chain for fiscal year ending March 31, 2024.

The Company is committed to acting ethically and with integrity in all of our business dealings and relationships, and to promote compliance with applicable laws and protect the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of 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.

We acknowledge 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 commenced 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 Company is comprised of **FUJIFILM Holdings America Corporation** and the subsidiaries listed in 1.1 that are required to report under the Act that are listed above.

2.2 **FUJIFILM Holdings America Corporation** is the regional headquarters for the Americas. The company manufactures, markets and provides 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 Cellular Dynamics, Inc. is a leading developer and manufacturer of human induced pluripotent stem cells (iPSCs) utilized in drug discovery, contract development and manufacturing services, and cell therapies.

FUJIFILM Dimatix, Inc., a leading global supplier of drop-on-demand inkjet printheads for commercial and industrial applications, is driving a revolution in inkjet technology to support a new generation of products for printing, industrial product decoration, and materials deposition.

FUJIFILM SonoSite, Inc., including its subsidiary **FUJIFILM SonoSite Ltd.** is the innovator and world leader in bedside and 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.

2.3 Our recruitment procedures comply with the relevant local regulations and standards; we adopt fair and ethical approach when seeking talent and all wages are in compliance with local laws and regulations. The Company sources thousands of parts, which are sourced globally. Its activities include the production, sale, and distribution of goods to numerous countries.

2.4 Some of the goods purchased and sold by the Company are supplied by the Company's ultimate parent company, FUJIFILM Holdings Corporation, and/or its subsidiaries (collectively, "FUJIFILM Group"). The Company also purchases imaging, life science, healthcare, and other categories of finished products to resell in global markets from suppliers located in United States, Japan and other countries. The Company's supply chain also includes ancillary services that contribute to the Company's main production operations, such as transporters and carriers.

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.

3.2 That said, we recognize that risks of modern slavery may be present in our supply chain in areas such as China and Vietnam where certain of our raw materials and/ or products are manufactured. We are also aware of parts of supply chain where outsourced/ contracted/ subcontracted labor is used. Since a majority of such workers are not employed directly by Company or FUJIFILM Group, we have less control and visibility over their working conditions and employment terms, and FUJIFILM Group continues to tailor risk management actions to address those risks. Namely, FUJIFILM Group 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 currently have in place, FUJIFILM Group, including the Company, is in the process of developing and implementing strategies in order 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; and

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

5 Our policies on modern slavery and human rights

5.1 As an international organization providing customers with innovative product and service solutions in various countries, the Company is involved in the procurement of numerous materials, components and services. In this role, the Company 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 Group, including the Company, is keen to fulfil 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. FUJIFILM Holdings Corporation, the Company's ultimate parent company, 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.

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5.3 Under a partnership with its suppliers based on mutual understanding and trust, FUJIFILM Group, including the Company, 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 Company continues to improve its practices to combat any kind of slavery and human trafficking.

5.4 Companies within FUJIFILM Global, including the Company, are required to conduct their activities in accordance with the **FUJIFILM Group Charter for Corporate Behaviour** 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 Healthcare Code of Conduct** must also be complied with. Further, the **FUJIFILM Group Human Rights Statement** (the **"HR Statement"**) applies to all personnel in FUJIFILM Group, including the Company. 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.

5.5 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.

5.6 Recognizing the slavery and human trafficking impact of the conflict minerals issue, **FUJIFILM Group's stance toward the issue of responsible minerals procurement** is also made clear in more detail on the Fujifilm global website and all FUJIFILM Group companies are obliged to undertake the required actions in this area.

5.7 Also, the Company has further set forth expectations for business partners by including in our purchase order terms and conditions Company's **Business Integrity and Environment, Social, Governance (ESG) Standards for Business Partners.**

5.8 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 ("CSR") has been established as one of the particular priority areas.

6 Due diligence processes

6.1 The Company will not tolerate any form of modern slavery and human trafficking within its supply chain. In order 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 Group, including the Company, has in place systems 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; and

(c) provide adequate protection for whistleblowers

6.3 Such 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 The Company seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. FUJIFILM Group, including the Company, aims to develop together with its suppliers by encouraging them to take initiatives in CSR activities to spread such positive effects.

7.2 FUJIFILM Holdings Corporation, Company's ultimate parent company, continues to develop its Sustainable Procurement Promotion Program ("the "**SPP Program**") that covers:

(a) Dissemination of the FUJIFILM Group's Approach to CSR. This includes FUJIFILM Group's Sustainable Procurement Guidelines for Suppliers which cover items listed in the **FUJIFILM Group Charter for Corporate Behavior, FUJIFILM Group Code of Conduct** and **FUJIFILM Group Human Rights Statement** that FUJIFILM Group companies request their suppliers to follow);

(b) Supplier Assessments,

(c) Request/support for supplier's improvement activities; and

(d) Improvement activities by suppliers.

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

7.4 FUJIFILM Group companies that have put in place the SPP Program supply the HR Statement to business partners associated with the provision of any products and/or services and such partners are also expected to comply with this HR 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 as encouraging 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 addition, Company's staff are trained on the Employee Code of Conduct which includes certain provisions addressing respect for human rights.

9 Effectiveness in combatting modern slavery risks.

9.1 In order to assess the effectiveness of its actions, each year, FUJIFILM Group which the Company belongs to, evaluates the following key performance indicators (**KPIs**):

- *Training:* FUJIFILM Group Charter for Corporate Behavior and the FUJIFILM Group Code of Conduct annual training to FUJIFILM Group employees. The training covers a variety of ethical business principles including the prevention of slavery and human trafficking in the activities of such companies. Human Rights specific training was provided to approximately 45,000 employees.
- *Supplier Vetting/Inspections:* Suppliers determined by FUJIFILM Group to be critical suppliers are requested annually to complete a checklist. In addition, some onsite risk assessments are conducted. FUJIFILM Holdings Corporation uses external risk screening services for vetting suppliers for potential unethical business activities to enable early initial responses. As of August 2024, this service covers nearly 3,300 suppliers in China, Japan, and other Asian countries. There are plans to register additional suppliers in other geographical areas within the current year.
- *Whistleblowing:* FUJIFILM Group has a whistleblowing system that is monitored.

9.2 The analysis of such KPIs and monitoring is an ongoing progress.

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10 Approval of the statement

10.1 This Statement was approved by the Board of Directors of FUJIFILM Holdings America Corporation on September 12, 2024 and made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending March 31, 2024.

Furthermore, 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 Statement, for the reporting year listed above.

Signed By:



Jun Higuchi
President, FUJIFILM Holdings America Corporation
September 12, 2024
I have the authority to bind FUJIFILM Group.

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