

**Fujifilm Holdings  
America Corporation\***

# Modern Slavery Act Statement

\*Entity includes FUJIFILM Holdings America Corporation, FUJIFILM Imaging Colorants Inc., FUJIFILM Canada, Inc., FUJIFILM Cellular Dynamics, Inc., FUJIFILM Diosynth Biotechnologies Texas, LLC, FUJIFILM Diosynth Biotechnologies USA Inc., FUJIFILM Dimatix, Inc., FUJIFILM Electronic Materials U.S.A., Inc., FUJIFILM Ultra Pure Solutions, Inc., CMC Materials EC, Inc., FUJIFILM SonoSite, Inc., FUJIFILM Irvine Scientific, Inc., FUJIFILM North America Corporation, FUJIFILM Healthcare Americas Corporation, FUJIFILM SonoSite Canada Inc., FUJIFILM VisualSonics Inc. and FUJIFILM Wako Chemicals U.S.A. Corporation

## 1 Introduction

**1.1** At FUJIFILM Holdings America Corporation, FUJIFILM Imaging Colorants Inc., FUJIFILM Canada, Inc., FUJIFILM Cellular Dynamics, Inc., FUJIFILM Diosynth Biotechnologies Texas, LLC, FUJIFILM Diosynth Biotechnologies USA Inc., FUJIFILM Dimatix, Inc., FUJIFILM Electronic Materials U.S.A., Inc., FUJIFILM Ultra Pure Solutions, Inc., CMC Materials EC, Inc., FUJIFILM SonoSite, Inc., FUJIFILM Irvine Scientific, Inc., FUJIFILM North America Corporation, FUJIFILM Healthcare Americas Corporation, FUJIFILM SonoSite Canada Inc., FUJIFILM VisualSonics Inc. and FUJIFILM Wako Chemicals U.S.A. Corporation (collectively, “FUJIFILM Group”), we are 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.

**1.2** This is FUJIFILM Group’s first Modern Slavery Statement pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9), and it will be reviewed annually hereafter. 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 **FUJIFILM Group** is comprised of **FUJIFILM Holdings America Corporation** and the 16 subsidiaries 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 Imaging Colorants, Inc.** is a manufacturing center of excellence in the FUJIFILM Ink Solutions Group, an experienced inkjet technology partner to equipment manufacturers, integrators and ink formulators. The Delaware USA plant is specialized in aqueous inkjet ink manufacturing and aqueous inkjet ink toll manufacturing/contract manufacturing. With an annual capacity of 20 million liters, it is one of the world’s largest aqueous inkjet manufacturing facilities.

**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 Diosynth Biotechnologies Texas, LLC** is a contract development and manufacturing organization for biologics, vaccines, cell and gene therapies, and oncolytic viruses. Services include cell line development, process and analytical development, clinical and commercial manufacturing and bioprocess research and development.

**FUJIFILM Diosynth Biotechnologies U.S.A., Inc.** is a contract development and manufacturing organization for biologics, vaccines, cell and gene therapies, and oncolytic viruses. Services include cell line development, process and analytical development, clinical and commercial manufacturing and bioprocess research and development.

**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.

**CMC Materials EC, Inc.** manufactures, markets, and distributes specialty chemicals. The Company offers acids, solvents, and other wet chemicals used to etch and clean silicon wafers in the production of semiconductors.

**FUJIFILM Ultra Pure Solutions, Inc.** is one of the largest manufacturers of high purity chemicals in North America, serving the market leaders in the semiconductor, disk drive, flat panel, pharmaceutical, and bio-tech industries. The company provides a full array of custom packaging, blending, distillation, and purification services.

**FUJIFILM Electronic Materials, U.S.A., Inc.** supplies the world’s top semiconductor manufacturers with a broad array of products and services, including chemicals and advanced materials. The company’s broad product portfolio includes photoresists, formulated products, CMP slurries, and polyimides for advanced packaging.

**FUJIFILM SonoSite, Inc.**, including its subsidiary **FUJIFILM SonoSite Canada, Inc.** 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 highperformance ultrasound to the point of patient care.

**FUJIFILM Irvine Scientific, Inc.** is a global leader in the innovation and manufacture of cell culture solutions for Life Science and Medical markets, providing products and services that assist our customers in advancing healthcare initiatives. Working across discovery research, cell and gene therapy, reproductive medicine and cytogenetics, as well as the large-scale production of biotherapeutics and vaccines, the Company is trusted by researchers, manufacturers, and clinicians.

**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 and services, including photographic paper; digital printing equipment, along with service and support; 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, and the Graphic Communication Division supplies products and services to the graphic 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.

**FUJIFILM Healthcare Americas Corporation** is a comprehensive healthcare company that has an extensive range of technology and expertise in the detection, diagnosis and treatment of diseases. Fujifilm’s innovative medical imaging portfolio includes solutions for digital radiography, mammography, CT, MRI, ultrasound, gastroenterology, pulmonology, endosurgery, and minimally invasive surgery.

**FUJIFILM VisualSonics, Inc.** is a global leader in real time, in vivo, ultra-high frequency ultrasound and photoacoustic imaging systems. With headquarters in Toronto, Canada and offices around the world, FUJIFILM VisualSonics is represented globally across an integrated sales network.

**FUJIFILM Wako Chemicals U.S.A. Corporation** with headquarters in Richmond, Virginia, is recognized around the world as a trusted supplier of high purity chemicals and reagents to service the Specialty Chemicals, Laboratory Chemicals and Diagnostics business sectors.

**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 FUJIFILM Group are supplied by the FUJIFILM Group's ultimate parent company, FUJIFILM Holdings Corporation, and/or its subsidiaries (collectively, "FUJIFILM Global"). 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. FUJIFILM Group's supply chain also includes ancillary services that contribute to the FUJIFILM Group'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. 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 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 FUJIFILM Group or FUJIFILM Global, we have less control and visibility over their working conditions and employment terms and FUJIFILM Global continues to tailor risk management actions to address those risks. Namely, FUJIFILM Global 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 Global, including FUJIFILM Group, 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

- 5.1** As an international organization providing customers with innovative product and service solutions in various countries, 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 Global, including the Fujifilm Group, 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, FUJIFILM Group'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.
- 5.3** Under a partnership with its suppliers based on mutual understanding and trust, FUJIFILM Global, 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 Global, including the FUJIFILM Group, are required to conduct their activities in accordance with the [FUJIFILM Global Charter for Corporate Behaviour](#) and the [FUJIFILM Global 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 Global Healthcare Code of Conduct](#) must also be complied with. Further, the [FUJIFILM Global Human Rights Statement](#) (the "HR Statement") applies to all personnel in FUJIFILM Global, including the FUJIFILM Group.
- 5.5** In addition, the [FUJIFILM Global 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 Global'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.
- 5.7** Also, FUJIFILM Group has further set forth expectations for business partners by including in our purchase order terms and conditions FUJIFILM Group'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 has been established as one of the particular priority areas.

### 6 Due diligence processes

- 6.1** FUJIFILM Group 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 Global, including the FUJIFILM Group, 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** FUJIFILM Group seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. FUJIFILM Global, including the Fujifilm Group, aims to develop together with its suppliers by encouraging them to take initiatives in Corporate Social Responsibility ("CSR") activities to spread such positive effects.
- 7.2** FUJIFILM Holdings Corporation, Fujifilm Group's ultimate parent company, continues to develop its Sustainable Procurement Promotion Program ("the **SPP Program**") that covers:
- (a) Dissemination of the FUJIFILM Global's Approach to CSR. This includes FUJIFILM Global's Sustainable Procurement Guidelines for Suppliers ("Supplier Guidelines") which cover items listed in the [FUJIFILM Global Charter for Corporate Behavior, FUJIFILM](#)

[Global Code of Conduct](#) and [FUJIFILM Global Human Rights Statement](#) that FUJIFILM Global 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 Global companies in Japan and certain FUJIFILM Global companies in other parts of Asia, in Europe and in North America. The SPP will continue to be introduced at other FUJIFILM Global 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, FUJIFILM Group staff are trained on the Employee Code of Conduct which includes certain provisions addressing respect for human rights.

## 9 Remediation measures

**9.1** The Fujifilm Group takes all violations of our policies very seriously. Allegations of forced labor or child labor in our business and supply chains will be investigated appropriately and on a timely basis. During the reporting period, we have not discovered any confirmed instances of forced labor or child labor in our business or supply chain.

## 10 Remediation measures relating to 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 laborers, unskilled laborers, indigenous people, women or children. During the reporting period, we have not discovered any confirmed instances of forced labor or child labor 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 combatting modern slavery risks

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

**Training:** FUJIFILM Global Charter for Corporate Behaviour and the FUJIFILM Global Code of Conduct annual training to FUJIFILM Global 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 Global to be critical suppliers are requested annually to complete a checklist. In addition, some onsite risk assessments are conducted. An external risk screening tool is also utilized with over 3,000 tier 1 suppliers, mainly from China and the Asia-Pacific region being screening and monitored.

**Whistleblowing:** FUJIFILM Global has a whistleblowing system that is monitored.

**11.2** 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.

## 12 Effectiveness in combatting modern slavery risks

**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 FUJIFILM Group's joint Modern Slavery Statement for the financial year commencing on April 1, 2023 and ending on March 31, 2024.

**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 22, 2024.

**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.

**Jun Higuchi**

President, FUJIFILM Holdings America Corporation  
May 22, 2024

I have the authority to bind FUJIFILM Group.