

FUJIFILM Data Management Solutions

Modern Slavery Statement **2026**



From our Managing Director

FUJIFILM Data Management Solutions Pty Ltd and FUJIFILM Data Management Solutions Australia Pty Ltd present our 2026 joint Modern Slavery Statement ("**Statement**") under the Modern Slavery Act 2018 (Cth) ("**Modern Slavery Act**").

Modern slavery remains a pervasive global issue, with an estimated 50 million people affected worldwide. This figure comes from the joint Global Estimates of Modern Slavery report produced by the International Labour Organization, Walk Free, and the International Organization for Migration. Manifesting in forms such as forced labour, debt bondage, human trafficking, slavery like practices and the exploitation of children, modern slavery is often concealed within complex supply chains and can be easily overlooked. We recognise that the absence of identified cases does not equate to the absence of risk, and that modern slavery can exist within the supply chains of the products and services we rely on every day. In response, we continue to work towards strengthening our framework and implement targeted strategies to identify, mitigate and address modern slavery risks across our operations and supply chain. Our approach includes maintaining and reviewing policies, enhancing supplier engagement, conducting ongoing due diligence, training relevant personnel and maintaining accessible grievance mechanisms. During this financial year, our focus was on continuing to build on the improved supplier engagement achieved in the previous year, with further increases in Questionnaire completion rates providing us with greater visibility into our supply chain.

We remain committed to continuously improving our processes to prevent and address modern slavery and associated risks. We will continue to stay vigilant, strengthen our framework and respond proactively to any future legislative developments, including guidance issued by the Commonwealth Anti Slavery Commissioner. Our commitment to respecting and promoting human rights remains central to our operations, supplier relationships and broader business practices.

Approvals

Principal Governing Body Approval

This Statement was approved by the board of FUJIFILM Data Management Solutions Pty Ltd on behalf of all the named reporting entities for the period 1 April 2025 to 31 March 2026. This Statement was approved at the board meeting held on **1 July 2026**.

Signature of Responsible Member

This Statement is signed by a responsible member of FUJIFILM Data Management Solutions Pty Ltd on behalf of all the named reporting entities as defined by the Modern Slavery Act.

Adam Lowry

Adam Lowry

Responsible Member

Managing Director of FUJIFILM Data Management Solutions Pty Ltd

Mandatory Criteria

This Statement reflects the planning, progress and actions undertaken by FUJIFILM Data Management Solutions Pty Ltd and FUJIFILM Data Management Solutions Australia Pty Ltd to meet the requirements of the Modern Slavery Act and the mandatory criteria and guidelines for modern slavery statements.

Mandatory criteria	Page number/s
Section a) Identify the reporting entity.	4
Section b) Describe the reporting entity's structure, operations and supply chains.	4 - 10
Section c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	11 - 16
Section d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	17 - 24
Section e) Describe how the reporting entity assesses the effectiveness of these actions.	25 - 26
Section f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	27

Reporting Entities and Reporting Period

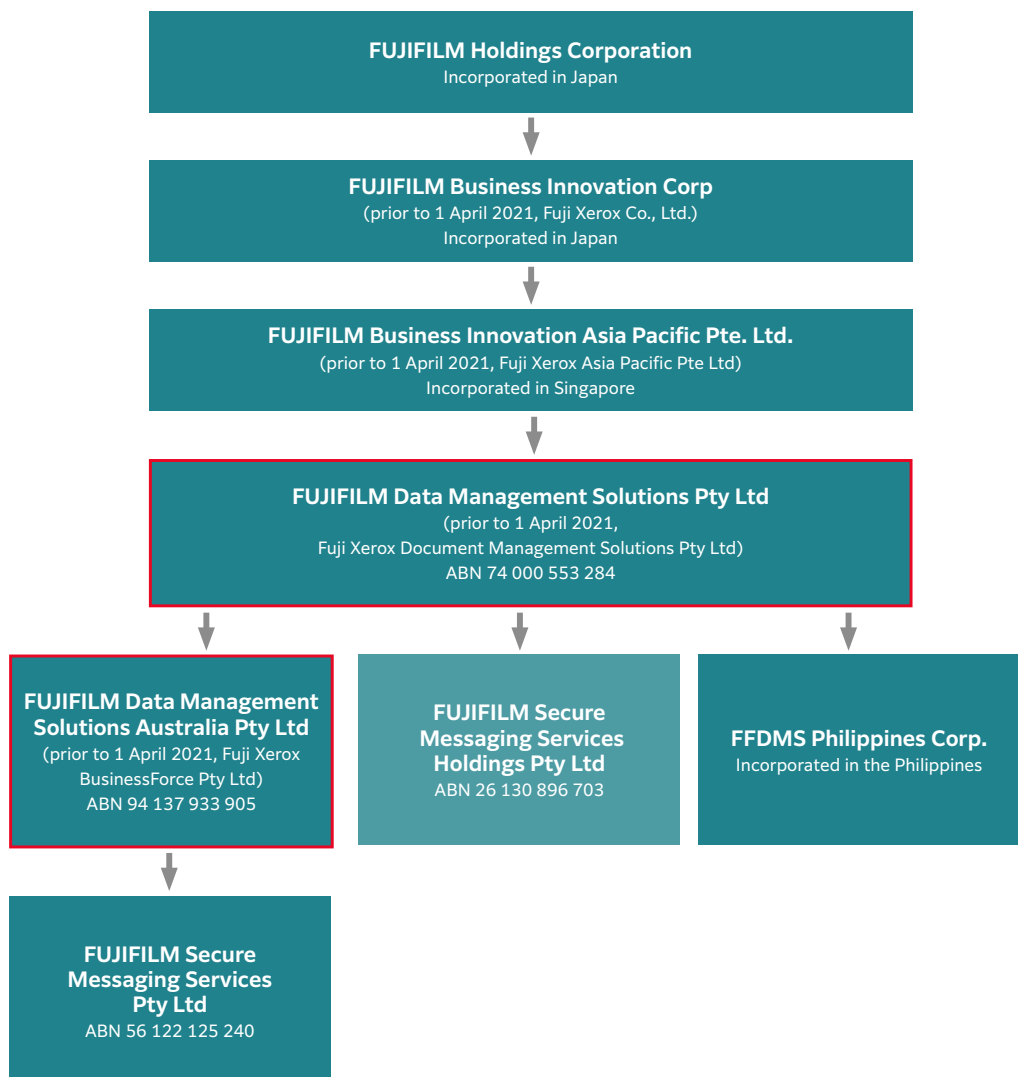
FUJIFILM Data Management Solutions Pty Ltd (“**FUJIFILM Data Management Solutions**”) and FUJIFILM Data Management Solutions Australia Pty Ltd (“**FUJIFILM Data Management Solutions Australia**”) are the reporting entities under the Modern Slavery Act. This Statement is the seventh statement for FUJIFILM Data Management Solutions and its wholly owned subsidiary entity, FUJIFILM Data Management Solutions Australia (together referred to in this Statement as “**Fujifilm DMS**”, “**we**”, “**us**” and “**our**”) for the period beginning 1 April 2025 and ending on 31 March 2026 (referred to as the “**reporting period**” in this Statement), prepared in accordance with the Modern Slavery Act. In this Statement, references to “**Modern Slavery**” refers to Modern Slavery as defined under the Modern Slavery Act.

Fujifilm DMS at a glance

For over 35 years, Fujifilm DMS has been operating in Australia, providing its clients with multi-channel communications and services, including large-scale document and data management and communication solutions in print and digital space.

Group Structure

Relevant entities under the FUJIFILM Corporate Group for the purposes of this Statement



FUJIFILM Data Management Solutions is a company incorporated in Australia with its headquarters in Sydney. It is a wholly owned subsidiary of FUJIFILM Business Innovation Asia Pacific Pte. Ltd., a company incorporated in Singapore. In turn, FUJIFILM Business Innovation Asia Pacific Pte. Ltd. is wholly owned by FUJIFILM Business Innovation Corp., a company incorporated in Japan. FUJIFILM Business Innovation Corp. is wholly owned by FUJIFILM Holdings Corporation, Fujifilm DMS' ultimate holding company, incorporated in Japan.

Our ultimate holding company, FUJIFILM Holdings Corporation, has been a member of the United Nations Global Compact and is committed to supporting and promoting human rights throughout its subsidiary businesses. It has promoted ten principles to address human rights, labour rights, environmental initiatives, anti-corruption and the fight against slavery in its subsidiary businesses' supply chains. It has published the FUJIFILM Group Human Rights Statement in June 2018 (revised in April 2019), which is applicable to all personnel within the FUJIFILM Group.

At the end of this reporting period, FUJIFILM Data Management Solutions had the following subsidiary entities within its corporate group in Australia; FUJIFILM Data Management Solutions Australia Pty Ltd, FUJIFILM Secure Messaging Services Holdings Pty Ltd and FUJIFILM Secure Messaging Services Pty Ltd ("**FBSMS**"). FBSMS provides business SMS gateway services. FUJIFILM Data Management Solutions also has a subsidiary entity in the Philippines, FFDMS Philippines Corp. ("**DMSP**") which operates as a services entity and provides IT support services to Fujifilm DMS and Fujifilm Group entities.

Fujifilm DMS entities have shared management teams, corporate functions, key policies and processes. Therefore, a joint statement in accordance with s14 of the Modern Slavery Act 2018 has been prepared for this reporting period.

FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Limited are sister companies of FUJIFILM Data Management Solutions, and share the same holding entity, FUJIFILM Business Innovation Asia Pacific Pte. Ltd., as well as the same ultimate parent entity of FUJIFILM Holdings Corporation and together, form part of the FUJIFILM Group.

However, these sister companies operate separately to Fujifilm DMS. The services and product offerings of FUJIFILM Business Innovation Australia Pty Ltd and FUJIFILM CSG Limited's group of entities, their policies and procedures, supply chains, their local management teams and the risks relating to these entities differ to that of Fujifilm DMS. Therefore, Fujifilm DMS has prepared a separate statement to these entities.



FUJIFILM Corporate Group Values, Vision and Mission

All companies within the FUJIFILM Corporate Group of entities ("FUJIFILM Group") comply with the following:

- FUJIFILM Group Charter for Corporate Behaviour ("**Group Charter**");
- FUJIFILM Group Code of Conduct ("**Group Code**"); and
- FUJIFILM Group Human Rights Statement ("**Human Rights Statement**").

Together, the Group Charter, Group Code, and Human Rights Statement set out the FUJIFILM Group's respect of human rights based on international declarations such as the United Nations' Guiding Principles on Business and Human Rights, International Bill of Human Rights, the International Labour Organization's Core Labour Standards, the Ten Principles of the United Nations Global Compact, and other standards. They aim to prohibit discrimination, forced and child labour and promote the importance of work-life balance, occupational health and safety and the importance of labour rights in the activities of the FUJIFILM Group entities.

Human Rights Statement

The Human Rights Statement is based on the Group Charter and Code of Conduct, which both declare FUJIFILM Group's respect for all human rights. The basic principles on respect for human rights include:

1. Recognising the importance of respect for human rights in all activities;
2. Embracing the United Nations Guiding Principles on Business and Human Rights as a framework for implementation of respecting human rights;
3. Working to diligently remedy any adverse impacts on human rights caused or contributed by any business activities;
4. Complying with domestic laws and regulations of each of the localities FUJIFILM Group engages business activities in;
5. Regularly disclosing information on the status of the measures for respecting human rights through FUJIFILM Group website and other means;
6. Engaging in ongoing dialogue with external stakeholders in relation to the measures for respecting human rights.

The Human Rights Statement also addresses the employment and conditions of employment of employees, demonstrating the commitment across the FUJIFILM Group to ensure that employment across its operations is safe, fair and equitable.

The Group Charter, Group Code and Human Rights Statement apply to all FUJIFILM Group employees and business partners and are published on the website. Both the Group Charter and the Group Code have also been published in multiple languages.



Sustainable Value Plan 2030

In addition to the above, the FUJIFILM Group is underway in implementing its Sustainable Value Plan 2030 which seeks to resolve social issues through business activities which will promote sustainability in a number of key areas including governance, supply chain, work style, daily life, environment and health.

In particular, one of the Corporate Social Responsibility (CSR) objectives of the Sustainable Value Plan 2030 is to promote sustainable procurement that considers factors such as the environment, ethics and human rights. FUJIFILM Group aims to build a more robust supply chain through collaboration with the suppliers and partners that will strengthen the existing CSR foundations and its processes within the FUJIFILM Group.

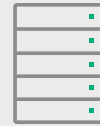
Fujifilm DMS Operations

Fujifilm DMS has operations in Australia (with a presence in states and territories across Australia) and the Philippines. It's Philippine-based subsidiary entity, DMSP, plays an integral back-office Information Technology/Technology and Professional Services ("TaPs") and business support function for Fujifilm DMS' operations. Additionally, FBSMS supports Fujifilm DMS' operations and provides business SMS gateway services to the customers. Fujifilm DMS also extends its reach across Asia Pacific region, by partnering with other FUJIFILM Group entities in the region.

Fujifilm DMS has been operating in Australia for over 35 years, providing its clients with the following services: ►



Multi-channel communications and services



Large-scale document and data management



Print communication solutions

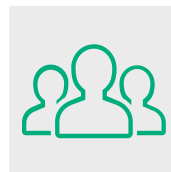


Digital online communication solutions

At the end of this reporting period, Fujifilm DMS had approximately 747 employees across 8 sites in Australia including offices and operations sites. Fujifilm DMS' business divisions consist of the following departments: TaPS, Finance, Legal, Sales and Marketing along with relevant state's own Operations, Quality and Human Resources departments.



747
Employees
across 8 sites



Fujifilm DMS Supply Chain

Fujifilm DMS utilises a variety of goods and services within its immediate supply chain. For this reporting period, goods and services were sourced from the following areas within their respective Subdivision and Group as they fall under a broader division.

For Fujifilm DMS, we note the Divisions with the majority of responses include 'Professional, Scientific and Technical Services' including computer system design and related services, 'Manufacturing' including printing and printing support, 'Other services' including repair and maintenance as well as 'Information, Media & Telecommunications'. Other divisions with fewer selections included 'Retail trade', 'Construction' and 'Wholesale Trade' in the order listed. In this financial year, we also received a response from a supplier within the Arts and Recreation Services division, which had not appeared in our supply chain in prior reporting periods, demonstrating the expanding visibility of our supply chain as supplier response rates continue to improve. The divisions involved in our supply chain are outlined in the graphic below.

Division	Sub Division
Accommodation and Food Services	• Accommodation • Food and Beverage Services
Administrative and Support Services, Transport, Postal and Warehousing	• Administrative Services • Building Cleaning, Pest Control and Other Support Services • Warehousing and Storage Services
Arts and Recreation Services	• Creative and Performing Arts Activities
Construction	• Building Construction • Repair and Maintenance • Construction Services
Education and Training	• Adult, Community and Other Education • Preschool and School Education
Electricity, Gas, Water and Waste Services	• Electricity Supply • Gas Supply • Waste Collection, Treatment and Disposal Services
Financial and Insurance Services	• Auxiliary Finance and Insurance Services • Insurance and Superannuation Funds • Finance
Health Care and Social Assistance	• Medical and Other Health Care Services • Residential Care Services

Division	Sub Division
Information, Media and Telecommunications	• Internet Publishing and Broadcasting • Internet Service Providers, Web Search Portals and Data Processing Services • Publishing (except Internet and Music Publishing) • Telecommunications Services • Library and Other Information Services
Manufacturing	• Basic Chemical and Chemical Product Manufacturing • Beverage and Tobacco Product Manufacturing • Fabricated Metal Product Manufacturing • Food Product Manufacturing • Furniture and Other Manufacturing • Machinery and Equipment Manufacturing • Polymer Product and Rubber Product Manufacturing • Printing (including the Reproduction of Recorded Media) • Pulp, Paper and Converted Paper Product Manufacturing • Textile, Leather, Clothing and Footwear Manufacturing
Professional, Scientific and Technical Services	• Computer System Design and Related Services • Professional, Scientific and Technical Services (Except Computer System Design and Related Services)
Rental, Hiring and Real Estate Services	• Property Operators and Real Estate Services • Rental and Hiring Services (except Real Estate)
Retail Trade	• Food Retailing • Other Store-Based Retailing
Transport, Postal and Warehousing	• Road Transport • Transport Support Services • Warehousing and Storage Services
Wholesale Trade	• Machinery and Equipment Wholesaling • Other Goods Wholesaling • Motor Vehicle and Motor Vehicle Parts Wholesaling, • Basic Material Wholesaling

Division	Sub Division
Other Services	• Personal and Other Services • Private Households Employing Staff and Undifferentiated Goods- and Service-Producing Activities of Households for Own Use • Repair and Maintenance

During this reporting period, we note the majority of Fujifilm DMS' direct suppliers are based in Australia with registered offices in Australia. Through an analysis of supplier responses to Fujifilm DMS' Risk Assessment Questionnaire (Fujifilm DMS' Modern Slavery risk assessment tool, referred to as 'Questionnaire' throughout this statement), Fujifilm DMS utilised third-party software to map the geographic locations of its Tier 1 supply chain. As illustrated in the map below, approximately 84% of Fujifilm DMS' mapped Tier 1 suppliers are based in Australia, with the remaining 16% spanning regions including North America, Europe, the Middle East, and the Asia-Pacific.

Third Party Business Operations



In comparing the above supply chain map to the last reporting period, we note that several of the countries identified remain consistent with previous years, with any variations reflecting typical supplier turnover and the improved accuracy of our data collection processes.

During this reporting period, FBSMS continued to engage with a limited number of suppliers, the majority of whom are based in Australia. Others are based in Germany, Sweden, Ireland, United States, Poland and New Zealand. Out of those FBSMS direct suppliers who responded to the Questionnaire, the majority are identified as telecommunications service providers and their country of operations include Australia, Singapore, Philippines, Germany, and India. Furthermore, due to the nature of the industry in which FBSMS operates, the company maintains reciprocal interconnection arrangements with international SMS aggregator partners that provide SMS transit services. During the reporting period, we also note that most of DMSP's suppliers remain located in the Philippines, reflecting where the entity operates.

Modern Slavery defined

The Modern Slavery Act 2018 (Cth) defines modern slavery as encompassing eight types of serious exploitation, including trafficking in persons, slavery, servitude, forced labour, debt bondage and the worst forms of child labour.

Type of Exploitation	Definition
Trafficking in persons	Describes the recruitment, harbouring and movement of a person for exploitation through modern slavery.
Slavery	Describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.
Servitude	Describes situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work.
Forced labour	Describes situations where the victim is either not free to stop working or not free to leave their place of work.
Forced marriage	Describes situations where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.
Debt bondage	Describes situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.
The worst forms of child labour	Describes situations where children are: - exploited through slavery or similar practices, including for sexual exploitation or - engaged in hazardous work which may harm their health, safety or morals or - used to produce or traffic drugs.
Deceptive recruiting for labour or services	Describes situations where the victim is deceived about whether they will be exploited through a type of modern slavery.

Risks

Analysis of Potential Risks of Modern Slavery Practices in Operations and Supply Chains

For this reporting period, Fujifilm DMS continued to assess the potential Modern Slavery risks in Fujifilm DMS' operations and supply chains. For our risk assessment, we sought to identify and assess our exposure to modern slavery risks in our operations and supply chains based on the risk factors from the 'Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities (May 2023)' Appendix 1 Table 6, as set out below. Fujifilm DMS remains committed to staying abreast of any updates to this guidance and will refine its risk assessment framework accordingly.

Examples of risk indicators

Industry Risks	• Use of short-term contracts and outsourcing. • Use of foreign workers or temporary or unskilled labour to carry out functions which are not immediately visible because the work is undertaken in the evening or in remote locations, such as security or cleaning. • Recruitment strategies by suppliers, their agents or labour hire agencies target specific individuals and groups from marginalised or disadvantaged communities.
Supply Risks	• The product or components of the product are made in countries where there is a high risk of labour exploitation reported by international organisations or NGOs. • The services are provided in countries where there is a high risk of labour exploitation reported by international organisations or NGOs. • The supplier has limited visibility over its subcontracting arrangements, increasing the likelihood that lower tier suppliers may use informal or exploited labour. • The supplier operates under significant cost pressure or low margin production models, which may incentivise the use of cheaper, high risk labour practices.
Geographic Risks	• The country is reported to have a high prevalence of modern slavery or labour rights violations, other human rights violations and/or child labour by international organisations or NGOs. • The country has inadequate protections for workers, including no or weak capacity to effectively monitor workplace standards and enforce compliance with national standards. • The country has a high prevalence of people who are vulnerable to exploitation because they are impoverished, displaced or subject to severe discrimination
Entity Risks	• Entity has previously been reported as noncompliant with human rights or labour standards, including by media or NGO sources. • Entity's procurement and sourcing processes appear poorly managed or inefficient.

While these risk indicators inform Fujifilm DMS' broader assessment framework, supplier risk assessments are primarily conducted through our third-party risk assessment software. The indicators above serve as a useful complement to that process, particularly where manual assessments are required.

During the reporting period, no actual instances of Modern Slavery practices were reported or identified in Fujifilm DMS' operations and supply chain.

Potential Risks of Modern Slavery Practices in Operations

During this reporting period and as part of its commitment under its Modern Slavery Policy and procedure, Fujifilm DMS continued to conduct its annual review to determine the risk of Modern Slavery within its own operations. The review examines Fujifilm DMS operations and involves working with other internal departments to identify and analyse potential risks of modern slavery in our operations. As with the previous reporting periods, we found the recruitment practices around the use of labour hire agencies continue to be a potential area of risk along with the operations in the Philippines. Various measures remain in place to manage these risks, including induction processes for temporary staff, contractual requirements around remuneration and payment of workers at award rates set out in the labour hire agreements and requiring the labour hire agencies to meet the legal requirements under applicable local labour laws through contracts and Fujifilm DMS' Supplier Code of Conduct. The vendor due-diligence process for labour hire agencies, introduced in a prior reporting period, has been embedded into our engagement processes and continues to provide a structured framework for assessing labour hire agencies against defined criteria prior to engagement. Having regard to the measures outlined above, Fujifilm DMS considers the identified risks to be appropriately managed. Further detail on the actions taken is provided later in this statement.

Potential Risks of Modern Slavery Practices in Supply Chain

During this reporting period, Fujifilm DMS continued to identify and analyse industry and geographic risks of Modern Slavery in its supply chain through its third-party risk assessment software. In prior reporting periods, Fujifilm DMS identified and classified products and services that it utilised in accordance with certain risk categories as follows:

Lower Likelihood of Risk	Moderate Likelihood of Risk	Higher Likelihood of Risk
- Financial Services - Individual Contractors - Gym/Health and Fitness - Travel Management/ Accommodation - Consultancy Services - Telecommunication Services - Insurance - Professional Services (including legal and advertising services)	- Power/Electricity/Gas - Furniture and Equipment Rental - Office Stationery - Healthcare and Wellness Services	- Catering (Food and Beverages) - Clothing/textiles (includes uniform suppliers) - Security and Protection Services - IT Suppliers (equipment and services) - Labour Hire and Recruitment - Postal, Courier and Logistics - Stock and printing supplies - Computers and mobile phones - Building management, Maintenance and Property Services (including cleaning, waste disposal, construction and maintenance work) - Machine/Machine Maintenance - Manufacturing - Wholesale and Trade

During this reporting period, we note third party software used for risk assessment continues to capture products and services as part of its risk assessment. The latest Questionnaire enhancements, including updated industry classifications aligned to ANZSIC codes and revised jurisdiction scoring, remain in place.

In addition to the general supplier analysis, Fujifilm DMS also analysed its top 10 suppliers based on spend and these suppliers provided goods and services such as delivery and postage services, financial services, manufacturing (including paper manufacturing and printing/print support services), other services such as IT consulting. The top ten suppliers by spend this financial year are all based in Australia and have all been assessed as low risk.

Similarly, Fujifilm DMS has continued its efforts to map the geographical footprint of its supply chain to better understand and assess potential modern slavery risks, as outlined earlier in this statement. To evaluate the geographical risk, reference is made to the Global Slavery Index Report 2023 published by Walk Free (Walk Free is an international human rights group dedicated to ending all forms of modern slavery). The Global Slavery Index is a ranking out of 160 countries, with the higher the ranking meaning the lower the prevalence of Modern Slavery. We note the Global Slavery Index Report 2023 remained unchanged in 2025; hence the rankings below remain current. As a continuation of last year's approach, the Global Slavery Index Report 2023 remains incorporated into the enhanced Questionnaire and risk assessment process.

The following sets out the countries that Fujifilm DMS and its subsidiaries' suppliers source its goods and services from besides Australia (where majority of Fujifilm DMS suppliers are located) and their Modern Slavery ranking (in the order of lowest risk to highest risk):

Countries where Fujifilm DMS and subsidiaries source goods and services

- | | | |
|-------------------------|----------------------------|---------------------------|
| • Switzerland (160/160) | • Australia (149/160) | • United States (122/160) |
| • Germany (158/160) | • New Zealand (148/160) | • Israel (114/160) |
| • Netherlands (157/160) | • Taiwan (146/160) | • Estonia (107/160) |
| • Sweden (156/160) | • United Kingdom (145/160) | • Poland (80/160) |
| • Denmark (155/160) | • Canada (144/160) | • Philippines (36/160) |
| • Belgium (154/160) | • Singapore (138/160) | • India (34/160) |
| • Ireland (153/160) | • Italy (123/160) | |

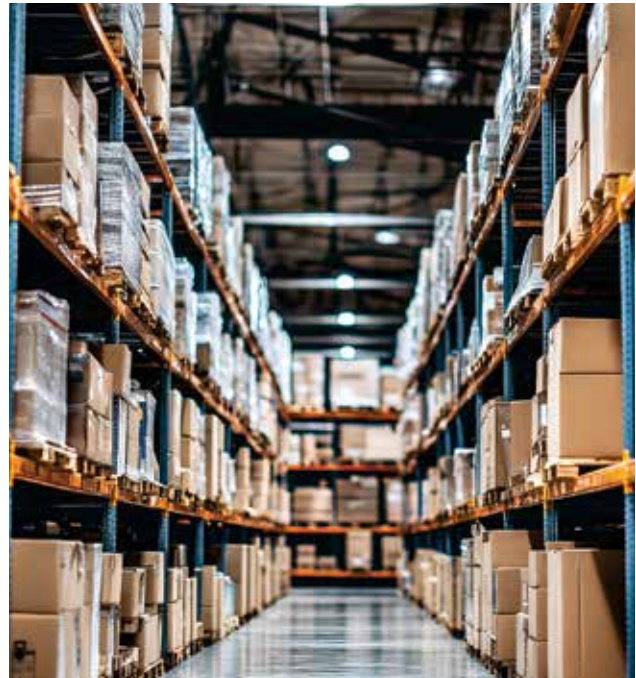
In addition, we continued to analyse FBSMS suppliers and the jurisdiction in which they are registered. We note the majority of FBSMS' suppliers are based in Australia which indicates lower country-specific Modern Slavery risks. As some of the countries involved are classified as higher-risk in the Global Slavery Index Report 2023, we undertook an additional review of FBSMS supplier risk profiles. For suppliers that submitted the questionnaire, the resulting assessments indicated low to moderate risk levels. This reporting period, Fujifilm DMS took a more targeted approach – directly engaging suppliers whose questionnaire responses warranted further attention, resulting in fewer suppliers requiring human rights training than in the prior reporting period, reflecting continued improvement in supplier awareness and providing greater insight into our supply chain while also providing valuable risk scoring.

For DMSP, as its operation is based in the Philippines, the majority of its suppliers are from the Philippines. With the Philippines being ranked 36th for prevalence on the Global Slavery Index Report 2023, we note the direct suppliers of DMSP may be exposed to higher inherent risks of Modern Slavery due to the country in which they operate in. Overall, this year's findings continue to align closely with the patterns observed in previous reporting periods. Response and completion rates for the Questionnaire remain lower than those of Australian suppliers, although we have again seen a modest improvement in completion rates compared to last year. Among those who completed the Questionnaire, the majority continue to fall within the moderate modern slavery risk category, driven primarily by jurisdictional risk factors. To improve completion rates, we issued targeted reminders to vendor managers, encouraging more active engagement with non responsive suppliers. This is in addition to the automated reminders generated by our risk assessment platform. We aim to continue increasing response rates and to further analyse which suppliers should receive training to improve awareness and understanding of modern slavery risks. These measures will enhance our visibility of supplier risk profiles, strengthen the accuracy of generated risk scores, and support our ability to manage risks associated with operating in the Philippines. We note DMSP suppliers make up approximately 10% of our total suppliers.

We continued to utilise our risk assessment software to assess the perceived risk of suppliers onboarded for Fujifilm DMS (including DMSP and FBSMS) generally. The perceived risk rating (known as PRI, Perceived Risk Indicator) is a grading system used by the software at the time of supplier onboarding, which uses aggregated data from multiple sources to facilitate next steps in direct proportion to the risk level posed by a third party, making it simple to identify which suppliers require greater attention through screening, monitoring, enhanced due diligence or direct engagement. The PRI assessment considers a range of external and internal risk factors, including jurisdiction level indicators (such as corruption, governance, labour rights and human rights indices), sanctions and watchlists, adverse media, regulatory enforcement actions, public corporate records, beneficial ownership information, and industry specific risk profiles. These data points are combined with supplier provided information to create a more comprehensive and reliable view of potential modern slavery exposure. Overall, the purpose of the PRI assessment is to enable a rapid identification of third parties with heightened risk profiles for better visibility of high-risk suppliers upon onboarding, enabling Fujifilm DMS to consider proportionate responses based on this risk, such as targeting high-risk suppliers for follow up to the Questionnaire and other activities as required.

During this reporting period, the revised Perceived Risk Indicator introduced in the prior reporting period continued to be utilised, incorporating additional criteria based on more extensive sources including geographic and industry risks, the scale of the supplier's operations, the specific type of product or service offering and nature of engagement as a supplier to Fujifilm DMS, benchmarked against government and intergovernmental organisation risk ratings and third-party information bureau sources such as the Transparency International Global Corruption Perception Index and TRACE Bribery Risk Matrix.

The following chart with the results for this reporting period compiled utilizing the PRI process indicates that the distribution of risk profiles remains broadly consistent with prior years, with the majority of suppliers continuing to present a lower risk profile upon onboarding.



We note a more pronounced increase in the 'No PRI' portion compared to the previous reporting period, rising from 5.3% to 12.8%. The 'No PRI' category reflects suppliers for whom a PRI score could not be generated, typically because they were onboarded prior to the introduction of PRI enabled onboarding questions, did not complete the required supplier provided information within the software's workflow, or where insufficient data was available for the system to calculate a PRI. We consider this is likely attributable to suppliers onboarded prior to the introduction of the standardised onboarding requirements. All suppliers onboarded during this reporting period are required to complete the requisite onboarding questions for a PRI assessment to be generated. Fujifilm DMS will consider options to improve PRI coverage across its broader supplier base in the upcoming reporting period. Overall, perceived high-risk suppliers continue to represent less than 1% of our supplier base.

Chart 1 – Supplier Perceived Risk Indicator for the last reporting period

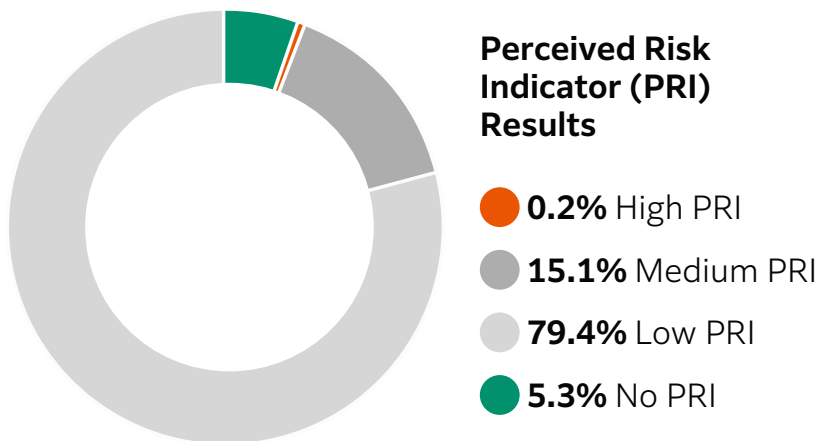
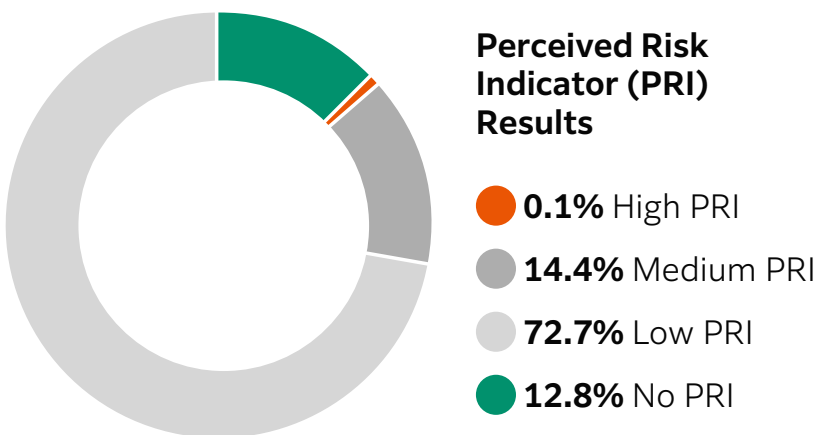


Chart 2 – Supplier Perceived Risk Indicator for this reporting period



A further analysis of PRI scores across Fujifilm DMS' supplier base reveals a concentration of suppliers in the lower to mid scoring ranges, with only a small number of suppliers recording higher scores. This distribution is consistent with the overall finding that perceived high-risk suppliers continue to represent less than 1% of the supplier base, reinforcing that the majority of Fujifilm DMS suppliers present a lower perceived risk profile upon onboarding.

Actions taken to Assess and Address Modern Slavery Risks

Key areas of actions taken to assess, address and manage Modern Slavery Risks in Fujifilm DMS (including FBSMS and DMSP)

1. Supplier engagement
2. Policies
3. Due Diligence
4. Training
5. Grievance mechanisms and remediation

1. Supplier engagement

Building on the updated Modern Slavery Questionnaire introduced in the prior reporting period, Fujifilm DMS focused on driving more consistent completion across both new and existing suppliers. This ensured a more uniform approach to risk assessment and improved the comparability of data collected across our supply chain.

Following the introduction of FAQ documents in the prior reporting period, Fujifilm DMS continued to leverage these resources to reinforce the importance of Modern Slavery Questionnaire completion with both suppliers and vendor managers. Vendor managers were reminded of their role in actively encouraging supplier participation.

During this reporting period, Fujifilm DMS took a more proactive approach in managing suppliers who declined to complete the Modern Slavery Questionnaire and instead submitted their own Modern Slavery Statement in lieu of doing so. Rather than accepting these submissions at face value, Fujifilm DMS engaged directly with these suppliers to understand the reasons for their reluctance and to emphasise the importance of completion of the questionnaires in enabling a consistent and meaningful risk assessment. Notably, a number of these suppliers were larger entities and reporting entities in their own right under the Modern Slavery Act, highlighting that the resourcing and prioritisation of modern slavery compliance is not always proportionate to the size of an organisation. This initiative aims to improve supplier awareness, increase transparency, and strengthen risk mitigation efforts across the supply chain.



2. Policies

Our existing policies and procedures set out the rules and expectations for how Fujifilm DMS (including FBSMS and DMSP) manages risk and engages with personnel and suppliers in relation to issues such as modern slavery. These documents include our Supplier Code of Conduct, which requires suppliers to adhere to ethical business practices, including strict compliance with anti modern slavery and human rights obligations.

During this reporting period, as part of our regular review cycle, we reviewed our existing policies and procedures and determined that no material updates were required. However, we continued to rely on our established governance framework, including the Supplier Code of Conduct, to guide supplier engagement and reinforce expectations regarding modern slavery risk management. Fujifilm DMS remains committed to staying informed of developments in modern slavery legislation and related regulatory guidance. We will continue to review and update our policies and supporting documents as needed to ensure they remain effective and aligned with evolving requirements.

Fujifilm DMS remains committed to staying informed of any changes to modern slavery legislation and related guidance and will continue to revise relevant policies and documents as needed.

Policy, procedure or document	Details on how the policy, procedure or document supports the Modern Slavery compliance activities
Modern Slavery Statement	The Modern Slavery Statement outlines the processes and actions undertaken each financial year to ensure compliance with the Australian Modern Slavery Act 2018 (Cth). The Modern Slavery Statement is published on the Australian government's Modern Slavery Statement registry. It is also available on our website.
Modern Slavery Policy	The Modern Slavery Policy references the Group Charter and the Group Code, details our supply chain and operations compliance processes and the existing remediation and investigation process of actual or suspected Modern Slavery occurrence within our supply chain. It outlines our approach to engaging with personnel and suppliers, sets out our requirements and expectations in relation to issues of modern slavery in our operations and supply chain, and define the responsibilities of internal stakeholders in managing supply chain risks. The policy applies to all employees working in Fujifilm DMS' operations and aims to address every aspect of Fujifilm DMS supply chain. A copy is issued to all vendor managers of FBSMS and DMSP. It is available on the Fujifilm DMS staff intranet.

Policy, procedure or document

Details on how the policy, procedure or document supports the Modern Slavery compliance activities

Supplier Code of Conduct

The Supplier Code of Conduct outlines Fujifilm DMS' commitment to ethical and responsible procurement practices. It includes a dedicated section on modern slavery, requiring suppliers to recognise the serious consequences of failing to respect human rights and fair labour standards, and to actively oppose all forms of modern slavery within their operations and supply chains.

The Supplier Code of Conduct is provided to suppliers during onboarding and accompanies the Modern Slavery Questionnaire to reinforce these expectations at the outset of the supplier relationship.

The Supplier Code of Conduct is reviewed periodically, and updates are made where necessary to ensure it remains aligned with evolving ethical, legal, and operational requirements.

3. Due Diligence

Third-party risk assessment platform

Fujifilm DMS continued to operate its established third party risk assessment platform throughout the reporting period, using it to automate supplier onboarding, conduct risk assessments and issue the Questionnaire. The enhancements introduced last year, such as the implementation of the enhanced onboarding Questionnaire and the introduction of the new Perceived Risk Indicator remain in place during this reporting period. These are elaborated on below: The Enhanced Questionnaire, introduced last year and now providing greater scope and insight as a result of increased supplier responses during this reporting period, incorporates expanded coverage of Australian human rights regulations, a refreshed high risk products list, and refined industry and jurisdiction risk scores. These scores for country, industry, product and Indigenous population risks draw on the latest Global Slavery Index and the Australian and New Zealand Standard Industrial Classification (ANZSIC). The additional trigger questions introduced last year, which can identify high risk scenarios and assign a maximum risk score of 10, also remain in use.

The Enhanced Perceived Risk Indicator which was also introduced last reporting period, incorporating additional criteria and drawing on a wider range of external sources referenced earlier in the statement, continues to be applied in the current reporting period.

Fujifilm DMS reviewed its internal processes relating to the use of the third party software and confirmed that these processes continue to support effective modern slavery risk assessments. Fujifilm DMS will continue to review and refine its internal processes and procedures to ensure that ongoing enhancements to the third party software are appropriately integrated and leveraged to achieve optimal outcomes.

Supplier Risk Assessment

Fujifilm DMS continued to assess the risks of its suppliers during the reporting period. With the third party risk assessment software, the following tasks were performed:

Perceived Risk Rating	Automated risk ratings were generated for all suppliers onboarded during this reporting period, drawing on key factors such as industry classification, geographic location and publicly available risk indicators. As outlined above, the third party software provider has further enhanced the methodology used to calculate perceived risk ratings. With these improvements now fully implemented, Fujifilm DMS will continue strengthening its onboarding processes to ensure that more comprehensive supplier information is captured at the outset. This will support the consistent application of the enhanced perceived risk assessment and improve the overall robustness of supplier risk management.
Modern Slavery Questionnaire	During this reporting period, the latest enhanced version of the Questionnaire was issued to all suppliers through our third party software platform, which administers supplier questionnaires and performs automated risk assessments. This enhanced Questionnaire has now fully replaced the previous version, which is no longer in circulation. The enhanced Questionnaire, together with the Supplier Code of Conduct, will continue to be provided to new suppliers as part of the standard onboarding process.
Risk Rating for the Modern Slavery Questionnaire	Automated risk rating was generated for the Questionnaire responses received. The risk rating was generated in consideration of the following areas of risk factors: Geography, Activity, Workforce, Policies and Systems and Human Rights.

Reporting Entities

Structure, Operations and Supply Chains

Risks

Actions Taken

Effectiveness of Actions

Consultation

Results from the Questionnaire

During this reporting period, Fujifilm DMS noted a significant increase in supplier response rate, with approximately 56.66% of Fujifilm DMS suppliers (including those of its subsidiaries) responding to the Questionnaire. This continues an upward trend in supplier engagement, improving from approximately 25.9% in the 2023/24 reporting period to approximately 37.28% in the 2024/25 reporting period. We note that this increase may be attributable in part to this being the first full reporting period in which the enhanced Questionnaire (version 4) was administered from the commencement of the financial year, providing greater consistency in supplier engagement throughout the period.

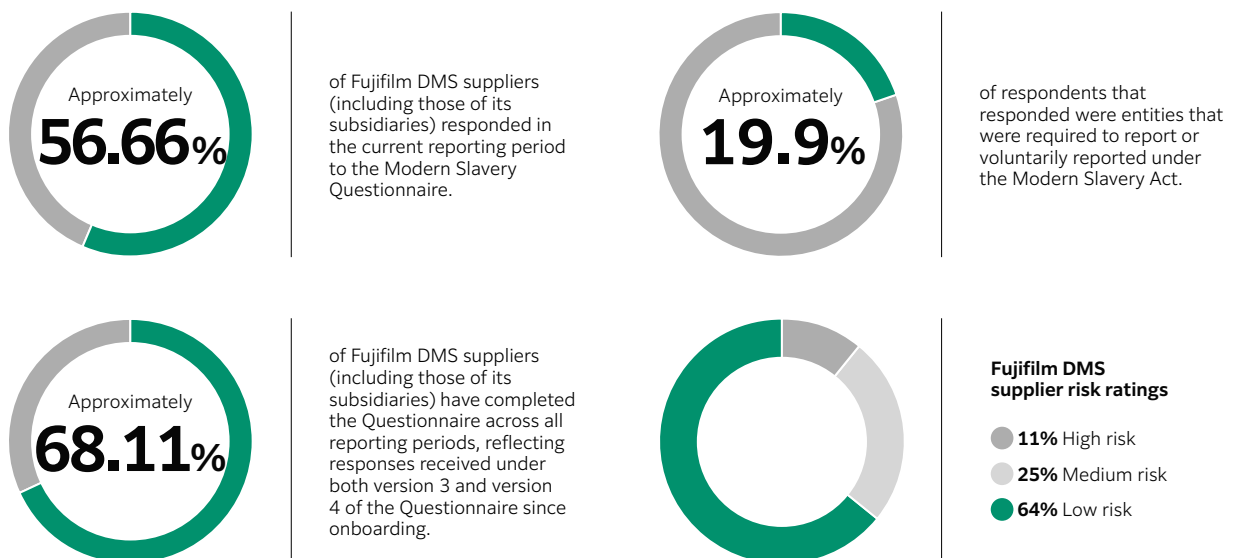
Since the introduction of the third-party risk assessment software, approximately 68.11% of Fujifilm DMS suppliers (including those of its subsidiaries) have completed the Questionnaire across all reporting periods, reflecting responses received under both version 3 and version 4 of the Questionnaire since onboarding, demonstrating continued and growing engagement with our modern slavery risk assessment process across successive reporting periods.

This increase was likely attributable to:

- This being the first full reporting period in which the standardized updated Questionnaire was in place, providing a consistent basis for risk assessment throughout the period;
- automated reminders sent through the software as well as increased reminders and prompts to vendor managers to engage with suppliers for completion of Questionnaires, facilitating a more comprehensive risk assessment of our supply chain and hence improved supply chain visibility; and
- continued updating of the supplier list by removing suppliers who are no longer a Fujifilm DMS supplier, ensuring an accurate and up-to-date list of suppliers. In the event a removed supplier is re-engaged by Fujifilm DMS, internal processes have been implemented to prompt the supplier to complete the Questionnaire as well as answer the requisite PRI questions upon re-onboarding, ensuring no supplier is overlooked in our risk assessment process.

In addition, we identified the following from analysing the results of the Questionnaire/risk assessment:

Approximately 19.9% of suppliers that responded within this reporting period declared that they were entities that were required to report or voluntarily reported under the Modern Slavery Act, representing a significant increase from approximately 6.29% in the prior reporting period. This is an encouraging development, as it suggests a greater proportion of Fujifilm DMS' supplier base consists of entities who are themselves subject to modern slavery reporting obligations and therefore should be well-positioned to understand and manage modern slavery risks within their own operations and supply chains. A further 13.1% of respondents indicated they were uncertain of their obligations under the Modern Slavery Act, which Fujifilm DMS may consider as part of its ongoing supplier education and awareness initiatives.



In this reporting period, out of the Questionnaires assessed using the risk assessment software, approximately 11% of Fujifilm DMS' supply chain consisted of higher risk suppliers (a slight decrease from 12% in the last reporting period), 25% medium risk suppliers (decrease from 29% in the last reporting period) and 64% low risk suppliers (a notable increase of 5% from the last reporting period) in respect to modern slavery risk. Notably, all three risk categories moved in a favourable direction compared to the prior reporting period, with reductions in both high and medium risk suppliers and a corresponding increase in low risk suppliers. This represents a more consistent and positive risk profile compared to the prior reporting period, where movements across risk categories were more mixed, and is an encouraging indication of improving modern slavery risk awareness and compliance practices across Fujifilm DMS' supplier base.

The risk profile of our suppliers assessed in this reporting period was based on responses to the standardised Questionnaire (version 4), which was in place across the full reporting period. The Questionnaire assesses risk across key areas including compliance with human rights regulations in Australia, high-risk products, and industry and jurisdiction risk scores, ensuring risk is assessed in line with current trends and regulatory developments relating to modern slavery.



Annual Supplier Audits

During this reporting period, the Quality Department at Fujifilm DMS continued to conduct its annual supplier audits across a range of operational suppliers, including labour hire, equipment, waste management and print production providers. These audits assess compliance with Fujifilm DMS standards and policies relating to quality, information security, privacy, environmental sustainability, labour, human rights, modern slavery risks, corporate ethics and anti-bribery and corruption.

Audits are conducted on an ongoing basis, with critical suppliers subject to annual review as part of Fujifilm DMS' established quality management framework. The audit process provides valuable insight into the safeguards implemented by suppliers and their adherence to socially responsible and ethical business practices. In relation to Modern Slavery specifically, the audits examine the systems suppliers have in place to monitor minimum wages, working hours, leave entitlements and right to work requirements, assess whether employee visa status and work rights are appropriately recorded, whether policies exist to prohibit child labour, and whether workers have the freedom to join labour unions and participate in collective bargaining.

These supplier audits are carried out in addition to the supplier Modern Slavery risk assessments and form part of Fujifilm DMS' broader approach to identifying and managing risks across its operations and supply chain. They will continue into the next reporting period.

4. Training

As part of its ongoing commitment to addressing modern slavery risks, Fujifilm DMS continued to deliver training and provide educational materials to relevant personnel (participants across our operations and supply chain) during this reporting period, with the aim of raising awareness and providing guidance on identifying and mitigating modern slavery risks within our supply chain.

Employee Onboarding Training

All new employees at Fujifilm DMS undergo an onboarding program that involves mandatory interactive training for all new staff on Workplace Conduct and Performance, leave entitlements, Health and Safety, the Fujifilm DMS Anti-Bribery and Corruption policy and the Fujifilm DMS Whistleblower policy.

The onboarding process also includes training on Modern Slavery, with an emphasis on:

- What Modern Slavery is and the various forms it can take;
- Fujifilm DMS' commitments to ensure its operations are free from Modern Slavery;
- How to identify Modern Slavery and signs of Modern Slavery;
- Actions to take if employees become aware of or suspect Modern Slavery is occurring; and
- Making disclosures under the Fujifilm DMS Whistleblower Policy.

Annual Policies Training

All employees of Fujifilm DMS and its subsidiaries are required to complete an annual interactive e-training on policies covering Modern Slavery, Anti-Bribery and Corruption, Whistleblowing, Discrimination, Harassment and Bullying and our Grievance Procedure.

Vendor Managers Training

Vendor managers and relevant internal personnel continue to be supported through existing training frameworks to ensure they remain informed about modern slavery risks, legislative obligations under the Australian Modern Slavery Act 2018, the requirements under the Fujifilm DMS Modern Slavery Policy, and internal compliance processes. In addition to this broader training, vendor managers are further supported through guidance and learning materials tailored to the practical aspects of their role, particularly in relation to supplier engagement and the application of our modern slavery due diligence processes. Vendor managers have been actively reminded of their obligation to follow up with suppliers to ensure completion of Questionnaires, with this targeted engagement contributing to the notable increase in supplier response rates observed during this reporting period.

Supplier Training

During this reporting period, online Modern Slavery Training was provided to suppliers identified as high risk through the risk assessment process. Following a thorough review of supplier questionnaire responses, and where necessary direct engagement with suppliers to better understand their risk profile, the targeted human rights training module was ultimately assigned to a reduced number of suppliers compared to the prior reporting period. This is a positive outcome, which we interpret as indicating that fewer suppliers required escalation once their responses were clarified through engagement. This reflects the effectiveness of Fujifilm DMS' proactive engagement approach in clarifying and contextualising supplier responses before escalating to formal training. The training for high-risk vendors covers modern slavery, human trafficking and forced labour, utilising interactive content including slides and infographics to provide suppliers with practical guidance on preventing and recognising instances of modern slavery within their own operations and supply chains.

Procurement Upskilling

Members of the Fujifilm DMS Legal Department involved in the Modern Slavery Project continued to attend legal educational seminars and engage with guidance issued by the Office of the Australian Anti-Slavery Commissioner throughout this reporting period. This included staying abreast of significant developments in the modern slavery regulatory landscape, including the Australian Government's release of a Consultation Paper on 21 July 2025 proposing reforms to the Modern Slavery Act 2018. Fujifilm DMS will continue to monitor these developments and adapt its compliance framework accordingly.

5. Grievance mechanisms and remediation

Fujifilm DMS provides accessible grievance mechanisms for all personnel, clients and suppliers to raise concerns including those relating to Modern Slavery. The Fujifilm DMS Whistleblower Policy is designed to:

- Encourage the reporting of unlawful or unethical behaviour, particularly in relation to any Modern Slavery;
- Offer guidance on how to report such concerns;
- Ensure compliance with legal obligations to protect whistleblowers; and
- Outline how Fujifilm DMS will handle the reports made.

Fujifilm DMS employees have access to the internal Whistleblower hotline, the Whistleblower Reporting Form and the reporting process and this is available on the company website. In addition, Fujifilm DMS has a Modern Slavery incident remediation strategy that sets out the steps we may take in the event we become aware of a Modern Slavery incident in our operations or supply chain. This strategy provides guidance to Fujifilm DMS in tackling any Modern Slavery incidents should one arise, and involves gathering relevant information, taking appropriate corrective actions or referring the matter to relevant parties if necessary, as well as establishing preventive measures.

Steps Taken to Assess Effectiveness and Future Actions

Fujifilm DMS continues to monitor developments in the modern slavery regulatory landscape, including the Australian Government's ongoing consultation process on proposed reforms to the Modern Slavery Act, following its December 2024 response to the statutory review.

Fujifilm DMS remains committed to reviewing and adapting its modern slavery compliance framework proactively in response to any future legislative changes, ensuring our processes continue to meet the requirements of the Modern Slavery Act.

To evaluate and assess the effectiveness of its actions, Fujifilm DMS continues to liaise with vendor managers, suppliers and the SLT to identify areas for improvement. Some measures undertaken during the reporting period include:

- Held progress meetings to review the status of and progress made in relation to the ongoing Modern Slavery project based on the action items under the Modern Slavery framework;
- Assessed and reviewed the operations, supplier engagement and management processes of Fujifilm DMS;
- Monitored the completion rate of the Questionnaire and strategies to maintain and improve participation in future reporting periods;
- Evaluated responses from high risk suppliers and proactively contacted them about any concerning answers, ensuring that only those still posing a risk received further tailored high risk training;
- Reviewed the ongoing enhancements made by our third-party risk assessment software and evaluated the software's effectiveness in assessing modern slavery risk;
- Reviewed and implemented a more rigorous approach to suppliers who sought to submit their own Modern Slavery Statement in lieu of completing the Questionnaire, with particular attention to those who are themselves reporting entities under the Modern Slavery Act and therefore well-positioned to appreciate the importance of consistent and comparable risk assessment practices across supply chains;
- Tracked whether any modern slavery related complaints were reported through the Whistleblower hotline or process; and
- Reviewed any feedback from stakeholders including suppliers and employees.



Where areas for improvement were identified during the review process, these were addressed through modifications to existing procedures or the introduction of new processes. The SLT was engaged throughout the Modern Slavery project as required and, where appropriate, their active involvement and support were sought to ensure ongoing compliance with our internal Modern Slavery policy and continued progress against the project's objectives.

Fujifilm DMS also responded to a number of modern slavery questionnaires issued by its own customers during this reporting period. These engagements provided useful visibility into customer expectations and broader industry standards in relation to modern slavery compliance, and Fujifilm DMS will continue to draw on these interactions to inform and strengthen its modern slavery project and related initiatives.

Fujifilm DMS will continue to review and improve its processes and progress its efforts towards a comprehensive and effective Modern Slavery compliance program. Some measures that Fujifilm DMS may implement to further improve the effectiveness of its current Modern Slavery compliance program for the future reporting period include:

- Maintain active engagement with suppliers to continue to improve response rates to Questionnaires, particularly with high risk suppliers;
- Complete internal processes to procure required information for supplier perceived risk assessment;
- Exploring opportunities to deepen supplier engagement, particularly with suppliers operating in higher risk sectors or regions, to encourage stronger participation in due diligence activities;
- Provide training to vendor managers to reinforce Modern Slavery compliance requirements, and to reflect any future legislative changes;
- Review and update the Modern Slavery Policy to reflect any procedural enhancements and any relevant legislative changes;
- Review and update any other relevant internal policies that may impact or assist in addressing modern slavery risks, both in Fujifilm DMS' operations and supply chain;
- Review and update the mandatory online interactive training for all employees relating to Modern Slavery, where necessary, to reflect any future legislative changes;
- Review and update the Supplier Code of Conduct as a periodic review and to reflect any changes to legislative requirements and any internal processes;
- Review and update the Modern Slavery incident remediation strategy, where necessary;
- Continue to conduct audits of Fujifilm DMS' supplier onboarding processes and the supply chain;
- Continue to review and assess the effectiveness of its Modern Slavery compliance program and where necessary, develop action plans with long term targets to expand on current methods of assessment.

Consultation

FUJIFILM Data Management Solutions and FUJIFILM Data Management Solutions Australia are joint reporting entities under this Statement. Fujifilm DMS entities have shared management teams, corporate functions, policies and processes. During this reporting period, FUJIFILM Data Management Solutions and FUJIFILM Data Management Solutions Australia consulted with each other, and the consultation also took place between the management teams and the modern slavery project team members prior to preparing this Statement.

As part of the development of this Statement, consultation also extended to communicating with senior management personnel of DMSP and FBSMS to obtain information required to conduct an assessment and analysis of the risks of Modern Slavery in Fujifilm DMS' operations and supply chain for the purposes of this Statement. Prior to this Statement being put to the Board for review and approval, the Statement was reviewed by members of the SLT, who are responsible for the management of both FUJIFILM Data Management Solutions and FUJIFILM Data Management Solutions Australia.