

Fuji Group Health and Productivity Policy

1. Policy and basic approach

The Fuji Group, based on its corporate philosophy, believes that delivering good products to customers only starts with a good workplace. In line with this principle, we proactively support each employee in maintaining and increasing their health both mentally and physically, in accordance with the Fuji Group Behavior Charter, which sets out the commitments to creating safe, positive, and vibrant workplaces.

To this end, we have established a Fuji Group Health and Productivity Policy (hereinafter referred to as "this Policy") and will work to promote health and productivity throughout the entire Group.

2. Scope of application

This Policy applies to all Fuji Group employees worldwide (including contract employees, associate employees, and part-time employees). The Fuji Group also expects companies in its supply chain and other business partners to promote occupational health and safety as well as health and productivity in accordance with this Policy.

3. Compliance with laws and regulations

The Fuji Group complies with the laws and regulations applicable in each country and region where it operates. In the event of a conflict between internationally recognized occupational health and safety norms and the laws and regulations of a country or region, we will seek ways to maximize respect for international occupational health and safety norms.

4. Issues related to health and productivity

The Fuji Group strives to promote the health and well-being of its employees and foster healthy and vibrant workplaces by identifying issues related to mental, physical, and social health for all employees and providing them with education that helps them to prevent illnesses and improve lifestyle practices, thereby enhancing their health management capabilities.

5. Promotion framework

The Fuji Group has established a system to implement this Policy, and the representative director (who chairs the Sustainability promotion committee) is responsible for overseeing the compliance and implementation of this Policy.

6. Dialogue and consultation

The Fuji Group will ensure opportunities for dialogue with relevant stakeholders and engage in consultations with them in good faith regarding responses to issues on health and productivity and occupational health and safety.

7. Information disclosure

The Fuji Group takes the utmost care in handling personal information related to occupational health and safety and strives to maintain and promote physical and mental health. Initiatives of health and productivity as well as occupational health and safety based on this Policy and their progress will be disclosed, with the original personal information being not able to be identified as appropriate.

8. Education and training

The Fuji Group provides education and training for all employees to ensure that this Policy is integrated into and permeates its business activities and is thoroughly complied with. We also actively engage with our business partners to promote mutual efforts to implement health and productivity and raise its awareness.

9. Diversity and inclusion

The Fuji Group understands the importance of diversity and promotes comprehensive health support for all employees without discrimination of any kind. Specifically, we will create an environment in which employees can work with well-being by taking infectious disease countermeasures and providing support tailored to the characteristics of lifestyle-related diseases and other diseases based on international guidelines.

10. References

The following were referenced in the establishing of this Policy.

World Health Organization (WHO)

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FUJI CORPORATION

Joji Isozumi, Representative Director, President & CEO