

FUJITRANS CORPORATION
SUSTAINABILITY REPORT
2025

FUJITRANS CORPORATION

Issued in June 2025

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SUSTAINABILITY
REPORT
2025



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Editorial Policy

The FUJITRANS CORPORATION SUSTAINABILITY REPORT is a document that summarizes the FUJITRANS Group's approach and initiatives for sustainability. It covers content directly related to the Group's business as well as content related to the SDGs and CSR.



Website - FUJITRANS CORPORATION SDGs <https://www.fujitrans.co.jp/csr/>

Coverage Period	Fiscal 2024 (from April 1, 2024 to March 31, 2025) Including some activities that are contiguous with those in fiscal 2024
Reporting Cycle	Issued annually as an annual report
Publication	June 2025 (Previous: June 2024)
Scope of Report	Initiatives by FUJITRANS CORPORATION and its Group companies
Contact Information	Corporate Sustainability Dept., FUJITRANS CORPORATION 7-41, Irifune, 1-Chome, Minato-ku, Nagoya, AICHI, 455-0032

Top message

Towards Achieving Our Sustainability Policy

Modern society faces a complex web of challenges, including environmental issues such as global warming, climate change, and loss of biodiversity, as well as social issues like poverty, disparity, and human rights. Addressing these issues is now an unavoidable task for companies. The Sustainable Development Goals (SDGs) advocated by the United Nations, provide a shared understanding of these challenges, and act as a compass for driving transformation across societies.

In response to this context, the FUJITRANS Group established its Sustainability Policy in 2021. Rather than merely complying with laws and regulations, we have positioned contributing to social development through our business activities and striving to realize a sustainable society as a key pillar of our management.

One of the most pressing challenges we face is responding to the call for carbon neutrality. As a group operating RO/RO ships, we inevitably emit CO₂ from fuel consumption. Therefore, reducing CO₂ emissions from our business activities is an urgent priority. With the Japanese government declaring its goal of achieving carbon neutrality by 2050, and society as a whole making a major shift toward decarbonization, we are committed to actively respond to this trend. Accordingly, we have set a milestone target of reducing CO₂ emissions by 25% compared to 2019 levels by 2030.

Currently, we are working to optimize shipping routes to

maximize operational efficiency, and we are introducing energy-saving technologies during vessel replacements. Looking ahead to future fuel transitions, we are closely monitoring the trends in technological developments toward the practical application of next-generation zero-emission fuels, and will carefully determine the best methods and timing for their adoption.

A shared challenge across Japan's logistics industry is the severe labor shortage caused by stricter working hour regulations. Securing personnel, especially seafarers, truck drivers, and on-site staff, is a critical issue that directly impacts the continuity of our group's business. Logistics, often called "the lifeblood of the economy," is an essential foundation supporting society. We take pride in this role and are committed to doing everything possible to maintain uninterrupted logistics services.

As one measure, we are actively working to create an environment where each employee can work with both physical and mental well-being, and motivation. We are enhancing employees' engagement by offering regular health checkups, improving mental health care, expanding systems that support flexible working styles, and providing training programs to support skills development.

As part of these efforts, we initially set a goal to obtain by 2030 certification under the Certified KENKO Investment for Health Outstanding Organizations Recognition Program. Having achieved this in 2024, we have now raised our target to earning the "Bright 500" certification, awarded to the top 500 certified organizations.

Furthermore, promoting digital transformation (DX) is essential for further improving operational efficiency. In 2024, our group established a DX policy and formed DX working teams within each division. By actively introducing digital technologies, we are fundamentally reviewing our business processes and aiming to create new business value.

Under its SDGs policy, "FUJITRANS Sustainability Vision 2050", the FUJITRANS Group is committed to respond appropriately to society's changing needs and to contribute to the realization of a sustainable society. Through constructive dialogue with all stakeholders, we will continue to promote initiatives to realize a better society.

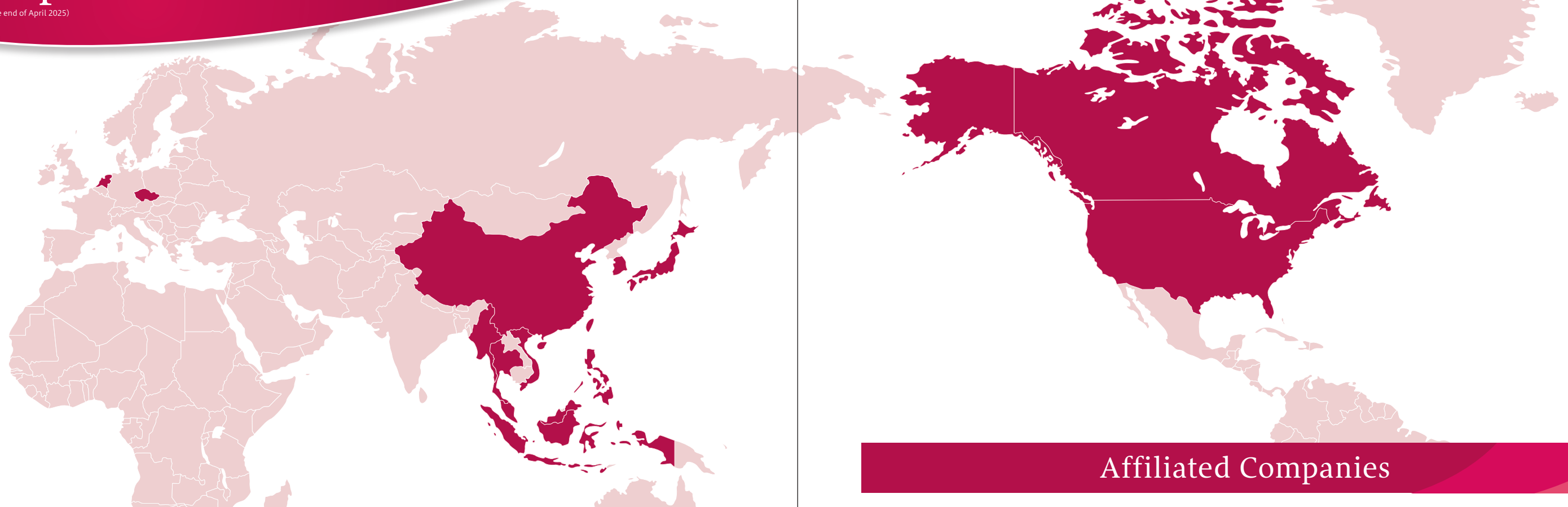
Masahiko Tsumoto

President
FUJITRANS CORPORATION



Corporate Profile

(As of the end of April 2025)



Our company is a creative comprehensive logistics corporation that was established in Minato Ward, Nagoya City in 1952. We are developing all kinds of businesses related to logistics, centering on the port transport business and coastal shipping business, including marine transportation, land transportation, air transportation, storage and inventory control, packing, and customs clearance. A distinctive feature is that our company is a shipping company that also operates ships.

At the time of establishment, our company was a harbor transport company focusing on the cargo handling of wood. We entered the domestic shipping operation by accurately grasping the increase in demand due to motorization in the 1960s, and by launching Japan's first pure car carrier (PCC) RO/RO ship, "Tocho Maru," to enter service in 1962. With the growth in the field of coastal transportation of completed vehicles, we solidified our foundation to its current state. Today, we have about 18 bases in Japan, from Hokkaido to Okinawa, and we are operating the sea and land intermodal

transport of various types of vehicles and general cargoes.

Meanwhile, we are aggressively working on overseas development to expand the scope of our handling of import and export services. Beginning with the launch of a representative office in Singapore in 1977, we expanded our business to include the forwarding business, shipping agency business, warehousing business, packing business, and land transportation. Today, we have established subsidiaries in North America, Europe, East Asia, and Southeast Asia to provide logistics services.

By making excellent use of these networks, we are handling a wide variety of cargoes, mainly completed vehicles (such as passenger cars, agricultural machines, construction machinery) and automotive parts, as well as agricultural products, clothing, chemicals, nonferrous metals and wood chips. In addition, we are well versed in the transportation of long-size cargo, and we have abundant experience in the transportation of items such as space-related equipment, aircraft parts and plants.

Company Name	FUJITRANS CORPORATION	Main business	Port and harbor transportation, coastal shipping, consigned freight forwarding, air transport agency, customs clearance, warehousing, packing, marine transportation, etc.
Head Office	7-41 Irifune, 1-chome, Minato-ku, Nagoya, AICHI, 455-0032		
Establishment	September 29, 1952	Number of employees	(Non-consolidated) 1,405, (Group) 4,145
Capital	200 million yen		
Representative	Masahiko Tsumoto, President	Number of Consolidated Subsidiaries	34 (Fiscal 2024)

Business Domains • International Logistics Services • Domestic Logistics Services • Storage & Packaging • Port Cargo Handling

Affiliated Companies

Regions	Countries	Companies
Japan	Japan	<ul style="list-style-type: none"> • FUJITRANS CORPORATION • NITTO KAIUN CORPORATION • FUJITRANS LINER • OCEAN LINK, LTD. • FUJI TRANSPORT AGENCY, LTD. • ATSUMA FARM, LTD. • KOKOKU KAIUN CO., LTD. • MARUSHIN UNYU CO., LTD. • TOKUSHO SENPAKU CO., LTD. • ADVANCED FREIGHTS SERVICE JAPAN, LTD. • TOCHIKI GODO YUSO CO., LTD.
North America	U.S. Canada	<ul style="list-style-type: none"> • FUJITRANS U.S.A., INC. • VASCOR, LTD.
Europe	Netherlands Czech Republic	<ul style="list-style-type: none"> • FUJITRANS (EUROPE) B.V. • FUJITRANS CZECH s.r.o.
East Asia, Southeast Asia	China Korea Singapore Malaysia Thailand Myanmar Philippines Indonesia Vietnam	<ul style="list-style-type: none"> • FUJITRANS (SHANGHAI) CO., LTD. • BUSAN GLOBAL DISTRIBUTION CENTER, CO., LTD. • FT LOGISTICS (ASIA) PTE. LTD. • TOTAL LOGISTIC SERVICES (M) SDN. BHD. • FUJITRANS (THAILAND) CO., LTD. • FUJITRANS LOGISTICS (THAILAND) CO., LTD. • FUJITRANS (MYANMAR) CO., LTD. • FUJITRANS LOGISTICS (MYANMAR) CO., LTD. • FUJITRANS LOGISTICS PHILIPPINES, INC. • PT. FUJITRANS LOGISTICS INDONESIA • PT. SENOPATI FUJITRANS LOGISTIC SERVICES • FUJITRANS (VIETNAM) CO., LTD.

Total 14 countries





Sustainability Policy

FUJITRANS Sustainability Vision 2050

In support of the SDGs promoted by the United Nations and in order to contribute to the formation of a sustainable society, we, at the FUJITRANS Group, have narrowed down our focus to four material issues based on our management philosophy. We have compiled these into a long-term policy, FUJITRANS Sustainability Vision 2050, and have set the target year of 2050 for achieving this policy, which is a guideline for the Group to achieve sustainable growth and development together with society and the environment.

[Management Philosophy]

- 1 To be a company that earns society's trust through sincere and fair corporate activities.
- 2 To pursue the development of a safe, high-quality logistics system, so as to offer attractive services to our customers.
- 3 To continue our best efforts toward management innovation, and to challenge various business fields, so as to ensure sustainable development and growth.
- 4 To contribute to society and the local community through environment-friendly activities, in gratitude to the earth.
- 5 To create, on the basis of mutual trust and shared awareness, a corporate culture that provides additional comfort to our employees and their families.

Materiality	Achievement of a decarbonized society	Environmental protection and maximization of resource recycling	Promotion of workstyle reform through health and productivity management	Establishment of new SDG-related revenue models
Challenges facing society and our company	<ul style="list-style-type: none"> Understanding and reducing GHG emissions 	<ul style="list-style-type: none"> Conservation of forests and marine environments 	<ul style="list-style-type: none"> Ensuring a workplace with job satisfaction Consideration for diverse workstyles Maintaining stable employment 	<ul style="list-style-type: none"> Addressing societal issues through business
Key measure	<ul style="list-style-type: none"> Transition to next-generation fuels Active utilization of renewable energy 	<ul style="list-style-type: none"> Conservation of environments including oceans and forests Reduction of waste Active use of recycled products 	<ul style="list-style-type: none"> Acquisition and maintenance of certification under the Certified KENKO Investment for Health Outstanding Organizations Recognition Program Improvement of business efficiency through DX Enhancement of employee engagement 	<ul style="list-style-type: none"> Creation of new businesses aimed at resolving social issues 

Promotion Structure

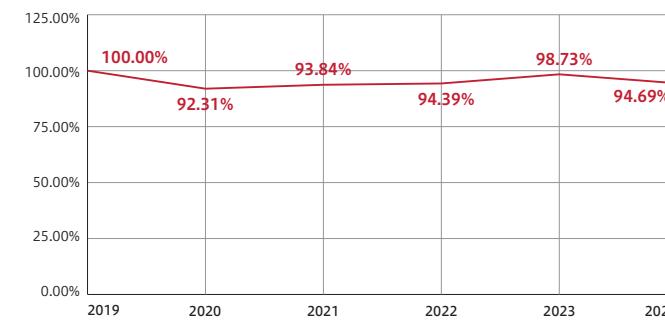
In order to view the SDGs, which are attracting greater social attention, as issues common to the Group, and to address them, we regularly convene the Sustainability Promotion Council, which is composed of Group executives. In the Council, we share various information on sustainability and discuss initiatives.



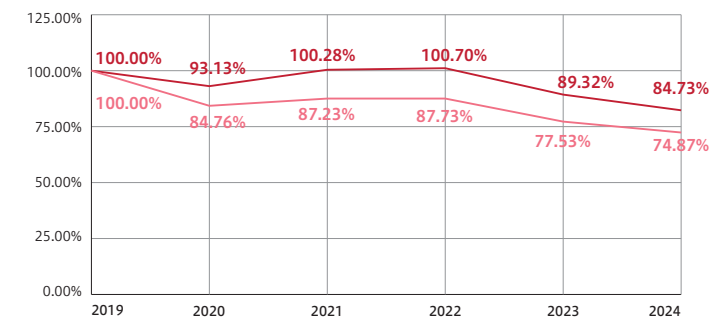
Goals

	Key Initiatives	Goals
Environment	Achieving a decarbonized society by reducing CO ₂ emissions	Reduce CO ₂ emissions from offices, cargo handling equipment, etc. by 25% compared to FY2019 by 2030.
Environment / Economy	Environmental conservation and cost reduction through reduced resource usage	Reduce print volume, including forms and other documents, by 25% compared to FY2019 by 2030. ↓ (Goal updated in FY2024 after achieving the above target in FY2024) Reduce print volume, including forms and other documents, by 50% compared to FY2019 by 2030. Reduce print cost by 40%.
Society	Creating a comfortable workplace	Obtain certification under the Certified KENKO Investment for Health Outstanding Organizations Recognition Program by 2030. ↓ (Goal updated in FY2024 after achieving the above target in FY2023) Obtain "Bright 500" certification under the same program by 2030.

CO₂ Emissions (FUJITRANS CORPORATION, Standalone Basis) (Indexed to FY2019 = 100)



Print Volume and Cost (FUJITRANS CORPORATION, Standalone Basis) (Indexed to FY2019 = 100)



Registration and Certification

 <p>● Minato SDGs Partner Registration Program FUJITRANS CORPORATION TOCHIKI GODO YUSO CO., LTD.</p>	 <p>● Certified KENKO Investment for Health Outstanding Organization 2025, the SME category TOCHIKI GODO YUSO CO., LTD.</p>	 <p>● DX Certified Business Operator FUJITRANS CORPORATION</p>
 <p>● Nagoya SDGs Green Partners FUJITRANS CORPORATION Head Office (Certified Eco-Office) TOCHIKI GODO YUSO CO., LTD. (Registered Eco-Office)</p>	 <p>● International Forest Certification System (SGEC) FUJITRANS CORPORATION Forest of Fujippu</p>	 <p>● Energy Efficiency Rating System for Domestic Vessels FUGAKU MARU, IZUMI MARU (★★★★★) NISSHO-MARU, NICHIIYU-MARU (★★★★★)</p>

Business Highlights (Fiscal 2024)

April 2024

Website Renewal

We renewed the corporate website of FUJITRANS CORPORATION. In addition, we launched a recruitment site, publishing job information not only for new graduate office staff but also for on-site staff, packaging staff, seafarers, and trailer drivers.

May 2024

Commissioning of the New Vessel “FUGAKU MARU”

FUJITRANS CORPORATION launched the new domestic RO/RO ship “FUGAKU MARU.”

This vessel was built as an “environmentally friendly ship” aimed at achieving carbon neutrality, under the long-term policy, “FUJITRANS Sustainability Vision 2050,” formulated by the FUJITRANS Group to contribute to the creation of a sustainable society. By increasing the hull size and optimizing its structure, the vessel offers greater loading capacity while achieving an estimated 30% reduction in CO₂ emissions compared to its predecessor of the same name.

Additionally, by eliminating pillars in the general cargo trailer section within the eight-layer hold, cargo handling efficiency has been improved.



May 2024

Recognized under the DX Certification System

FUJITRANS CORPORATION obtained certification under the DX Certification System as defined by the Ministry of Economy, Trade and Industry.

May 2024

Establishment of FUJITRANS (VIETNAM) CO., LTD. Hanoi Branch

FUJITRANS (VIETNAM) CO., LTD., the Vietnamese subsidiary of FUJITRANS CORPORATION, established a branch in Hanoi, the capital of Vietnam located in the northern part of the country. This is the third location in Vietnam, following Ho Chi Minh City and Long An in the south.

October 2024

Opening of FUJITRANS (SHANGHAI) CO., LTD. Guangzhou Office

FUJITRANS (SHANGHAI) CO., LTD., the Chinese subsidiary of FUJITRANS CORPORATION, opened a sales office in Guangzhou, located in the South China region.

December 2024

Formulation of Information Security Basic Policy

To protect the information assets of the FUJITRANS Group and its customers and ensure reliability and safety, we formulated an Information Security Basic Policy.

January 2025

Formulation of Human Rights Policy

As part of our important corporate responsibility to respect human rights, we formulated the FUJITRANS Group’s Human Rights Policy.

For details on the Human Rights Policy, please refer to our website (or scan the QR code).



February 2025

Completion of New Toyohashi Branch Office

We completed the rebuilding of FUJITRANS CORPORATION’s Toyohashi Branch office.



Realizing a Decarbonized Society

Logistics is one of the essential functions for our daily lives and economic activities. While fulfilling this role, we are committed to reducing greenhouse gas emissions—especially CO₂, a primary cause of global warming—and contributing to the realization of a carbon-neutral society.

“FUGAKU MARU” Recognized under the Coastal Vessel Energy Efficiency Rating System

The coastal RO/RO ship “FUGAKU MARU,” launched by FUJITRANS CORPORATION in May 2024, received the highest five-star rating (based on the EEDI calculation method) under the Coastal Vessel Energy Efficiency Rating System.

This assessment system, launched and managed by the Ministry of Land, Infrastructure, Transport and Tourism, aims to visualize the energy- and CO₂-saving technology performance of vessels to help achieve CO₂ emissions reduction targets in coastal shipping.

Vessels are rated from one star (improvement rate of 0–5%) to five stars (improvement rate of 20% or more) based on how much their environmental performance exceeds standard values.

The “FUGAKU MARU,” operating on the Nagoya–Toyohashi–Kagoshima–Naha route, was recognized for reducing CO₂ emissions by approximately 30% compared to its predecessor of the same name.

Featured as a Case Study in the Modal Shift Promotion Project

The modal shift initiative in which the FUJITRANS Group participates was featured as a case study in the fiscal 2024 Modal Shift Promotion Project, conducted by the Chubu District Transport Bureau of the Ministry of Land, Infrastructure, Transport and Tourism. This initiative shifts part of the cargo transport route from

Aichi Prefecture to the Tohoku region—from trucks to our coastal RO/RO ships—helping address the “2024 logistics problem” caused by a shortage of long-haul drivers and reducing CO₂ emissions from truck transportation.

Introduction of Fuel Cell-Convertible Transfer Crane

FUJITRANS CORPORATION introduced a new transfer crane that can be converted to run on hydrogen fuel cells, replacing an aging unit. This hybrid crane, powered by a diesel generator and lithium-ion batteries, achieves about one-quarter the fuel consumption of previous models, significantly reducing environmental impact. In the future, replacing the diesel generator with a hydrogen fuel cell will enable full decarbonization.

This is the first introduction of a fuel cell-convertible transfer crane at Nagoya Port.



The newly introduced transfer crane

Toyohashi Branch Office Obtains BELS Certification

FUJITRANS CORPORATION rebuilt its Toyohashi Branch office at Mikawa Port, Aichi Prefecture, due to aging facilities. The new office features enhanced earthquake and disaster resistance for improved safety and is equipped with rooftop solar panels. It has obtained certification under the Building-Housing Energy-efficiency Labeling System (BELS).



Newly completed office building



Transitioning Truck Fuel from CNG to LNG

FUJITRANS (THAILAND) CO., LTD., the Thai subsidiary of FUJITRANS CORPORATION, has converted three out of its eight compressed natural gas (CNG)-powered tractor heads to run on liquefied natural gas (LNG).

While CNG, which emits 20–30% less CO₂ than diesel vehicles, became widespread in Thailand thanks to government subsidies, demand has since declined following the end of these subsidies.

Switching to LNG improves fuel efficiency by about 60% compared to CNG, and reduces emissions of CO₂ and nitrogen oxides (NO_x) compared to CNG.



Truck equipped with an LNG tank instead of a CNG tank

Creation of Eelgrass Beds

FUJITRANS CORPORATION has entered into a business partnership with TOA CORPORATION for the creation of eelgrass (sea grass) beds in Ise Bay.

This project is a “cross-industry collaboration aimed at achieving carbon neutrality,” a shared goal in both companies’ sustainability policies. By creating eelgrass beds, which are often called “cradles

of the sea” and provide numerous benefits for marine life, the project aims to improve the water purification capacity of Ise Bay, maintain and increase marine resources, and stabilize production. Additionally, by increasing CO₂ absorption through expanding eelgrass beds, the project aims to create “J Blue Credits®” certified and issued by the Japan Blue Economy Association.



Harvested eelgrass seeds



Eelgrass seedlings grown in a tank

Procurement of Carbon Offset Credits

FUJITRANS CORPORATION regularly procures carbon offset credits to partially offset CO₂ emissions from its business activities. The credits procured are basically forest-derived. By properly managing forests that are connected to the sea via rivers—through activities such as thinning—we promote CO₂ absorption while also

supporting the forestry industry and maintaining a land that is resilient to disasters.

Some of the purchased credits are used to offset CO₂ emissions from new employee training and company events.



Conserving the Environment and Maximizing Resource Recycling

We will reduce the resources used in our business activities and minimize waste generation. We strive to conduct environmentally responsible business activities and appropriately conserve forest and marine environments.

For details on our environmental policy, please refer to our website (or scan the QR code).



Environmental Management System

Based on our environmental policy, we have obtained ISO 14001 environmental certification for some of our offices and ships. Every year, internal audits and external inspections are conducted to ensure that the management system is properly implemented.

[List of ISO 14001-certified Sites]

Company	Offices / Ships Owned
FUJITRANS CORPORATION	<ul style="list-style-type: none"> • Head Office • Kinjo Logistics Center • Kyugochi Office • Toyohashi Branch • Kinjo Operation Center • RO/RO Ship “Fujiki” • Sorami Logistics Center • RO/RO Ship “Fugaku maru” • RO/RO Ship “Youshou maru” • RO/RO Ship “Seiwa maru”
OCEAN LINK, LTD.	Nagoya Office

Nagoya City: Citywide Greening Campaign

FUJITRANS CORPORATION participated in Nagoya City’s citywide greening campaign. This activity aims to connect fragmented habitats by increasing greenery that is designed to allow a greater variety of species to visit and inhabit the area. As in the previous year, we selected hydrangeas from the native plants distributed to participating companies and planted them in the flowerbeds on our head office premises.



Planting of saplings



Blooming hydrangeas

Effective Use of Food Waste

As part of our efforts to reduce food loss, FUJITRANS CORPORATION composts food waste generated in the head office cafeteria and uses it as fertilizer in the onsite flowerbeds.

In fiscal 2024, basil was cultivated in part of the flowerbeds, with employees volunteering to water and take care of the plants. The harvested basil was then used in the head office cafeteria menu and served to employees.



Basil grown in the flowerbed and dishes featuring it

Green Orientation

The ocean is an important business field for coastal shipping, one of our core businesses. And we believe the forests upstream of the rivers that supply nutrients to the ocean are also an important environment for us. In order to keep such forests healthy and preserve biodiversity, we own 177 hectares of forest in Kyowa Town, Hokkaido.

The Forest of Fujippu, named after our mascot, had areas with few trees at the time of our acquisition. Therefore, aiming to create a carbon sink, we have developed an artificial forest there next to the natural forest. The Forest of Fujippu is being preserved as a sustainable forest in cooperation with local forestry cooperatives, and in recognition of this, in 2022 it was certified under the SGEC international forest certification system.

Furthermore, this forest is utilized as an environmental education site for new employees. With the cooperation of the local promotion bureau, the employees participate in activities such as tree planting and thinning operations, guided by members of the local forestry cooperatives who are asked to provide forest education and management.



Pruning unnecessary branches under guidance

Watershed Forest Tour

In Nakatsugawa City, Gifu Prefecture, volunteer employees participated in a watershed forest tour. With the cooperation of the local forest public corporation and forestry association, participants learned about the importance of forest conservation while inspecting tree growth conditions and stand density, and also experienced thinning operations firsthand.

This forest is the source of the carbon offset credits procured by our company. Located in the upstream area of the Kiso River, which flows into Nagoya Port, it is also closely connected to the environment in which we operate.



Examining the annual rings of a thinned tree



An employee measuring tree diameter to assess forest health

Beautification Activities around Offices

As part of our ISO 14001 (environment) activities for environmental beautification, FUJITRANS CORPORATION carries out cleanup activities around its office areas. We invite participants from each location to pick up litter.

The summer cleanup at our head office took place after the "Nagoya Port Festival," an annual event held at the nearby Garden Pier. As there was more litter than usual after the festival, we carried out the cleanup the following day in cooperation with other nearby companies that also joined in.



Cleanup at the Kyugochi Office



Employees who participated in cleanup around the head office

Tidal Flat Cleanup

Corporate Sustainability Dept. members, new employees, and employees participating as volunteers took part in the "Fujimae Tidal Flat Cleanup Operation," a cleanup event held at the Fujimae Tidal Flats in Aichi Prefecture.

The Fujimae Tidal Flats are located at the far end of Ise Bay, spanning between Nagoya City's Minato Ward and Tobishima Village, where many of our offices are located. As one of Japan's best destinations for migratory birds, the tidal flats are registered under the Ramsar Convention(*) and as a national wildlife protection area. However, due to the large amount of garbage washing up from rivers and the sea, cleanup activities are conducted mainly by citizens' groups.



Collecting trash in cooperation with local residents

*Ramsar Convention: The official name is the "Convention on Wetlands of International Importance especially as Waterfowl Habitat." It covers a wide range of wetlands, including groundwater systems and shallow waters, and aims to promote conservation and appropriate use.

Clean-up Onboard Tender Boat

We used a boat (tender boat), which is designed for transportation between sites in Nagoya Port, and collected debris floating on the surface of the water.

The cleanup was conducted on September 26, the date the Isewan Typhoon hit Honshu in 1959. At the time, Nagoya Port suffered extensive damage, particularly due to a large amount of lumber that washed ashore from a lumberyard. Our company gained the trust of the community by working tirelessly to remove the lumber, and since then, we have conducted water surface cleanups every year on this day.

Representatives from each division collected floating debris with landing nets from the boat by travelling around the Port of Nagoya Garden Pier near the head office, the Q2, BS, BQ, and BQ2 quays of Shiomi Pier, which is the company's coastal shipping base, and the lower reaches of the Hori River, which flows into the Garden Pier.



Catching floating debris with a landing net



Employees who participated

Coastal Cleanup in the Philippines

A total of 132 employees from FUJITRANS LOGISTICS PHILIPPINES, INC. (FTLP) participated in a coastal cleanup activity.

This initiative was part of the COASTAL CLEAN-UP DRIVE 2024, held at beaches across the Philippines in conjunction with INTERNATIONAL COASTAL CLEANUP DAY, a global campaign to protect marine environments. FTLP employees gathered at coastal areas near the ports of Batangas, Iloilo, Bacolod, Cebu, Cagayan de Oro, and Davao, where the company's domestic RO/RO ships call, collecting over 2,000 kg of trash.



Employees who participated in the cleanup in Batangas

Promoting Work Style Reform through Health Management

We are committed to providing a fulfilling workplace for our employees. We also take diverse working styles into consideration and strive to maintain stable employment.

Health

Declaration of Health Management

Protecting the health of employees, which forms the foundation of corporate management, is the driving force behind corporate sustainable operations and development.

Based on our company motto, the "Spirit of 'Wa'," we are committed

to promoting a vibrant workplace where each employee is healthy both physically and mentally, and finds fulfillment in their work. By providing reassurance to our employees and their families, we aim to contribute to society and the community.

Health Consultations

To help employees stay healthy and work with enthusiasm, we offer opportunities for individual health consultations. Based on health checkup results, employees can consult with public health nurses, and we also regularly hold health seminars led by public health nurses. In fiscal 2024, three seminars were held at each business location in the head office area.

July	"Rethinking Your Diet through Vegetable Intake"
September	"Developmental Differences × What Type Are You? – Understanding the Workplace from the Perspective of Developmental Differences"
January	"Do You Know How Your Brain Works? – A Quick Check to Discover Your Brain Age"

Stress Checks

At FUJITRANS Group, we consider the physical and mental health of each employee a critical management issue and conduct annual stress checks for all employees.

The stress check is a test required by the Industrial Safety and Health Act, assessing the degree of psychological strain. Test results are tabulated and quantified from three perspectives: physical and mental stress reactions, work stress factors, and the level of support from other people. Each participant receives detailed tendencies and advice based on their results, helping them understand their stress situation and manage their health.

Harassment Prevention Training

Under its basic guidelines for harassment prevention, FUJITRANS Group regularly conducts harassment prevention training sessions to provide knowledge and countermeasures against harassment. Each employee is encouraged to maintain awareness of eliminating harassment and to help build a workplace environment where harassment neither occurs nor is tolerated.

In addition, internal and external consultation desks for harassment are available in case any issues arise.

Participation in the "Symposium on the 2024 Problem"

An employee from FUJITRANS LINER participated as a panelist at the "Symposium on the 2024 Problem," co-hosted by the Nagoya Minami Labor Standards Inspection Office and the Nagoya Minami Labor Standards Association.

During the event, representatives from the transportation, medical, and construction industries joined a panel discussion. As a representative

of the transportation industry, the FUJITRANS LINER employee exchanged views with other panelists on the 2024 problem and creating a workplace environment where women can work comfortably. The employee also commented on the industry-specific challenges and the importance of mutual understanding with customers.

DX

Promotion of DX

As part of our efforts to achieve our medium-term management plan, the FUJITRANS Group is working on digital transformation (DX). Based on our DX policy, we are working from two angles: "Improvement DX," which focuses on enhancing and transforming business processes, and "Strategic DX," which aims to create new business models. Specifically,

each division and group company has formed its own DX team to promote initiatives tailored to their respective business segments.

In May 2024, we were certified as a DX certified business under the DX Certification System established by the Ministry of Economy, Trade and Industry.

For details on our DX policy, please refer to our website (or scan the QR code).



Safety

"Zero Accidents" Campaign

We conduct the "Zero Accidents" campaign twice a year at all offices nationwide, organized by the Safety and Health Council. This is an activity in which all employees participate, aiming to raise safety awareness of each employee and create a safe and secure workplace with the goal of "zero accidents."

During the fiscal 2024 campaign, management leaders conducted on-site inspections and each section committee conducted patrols. Furthermore, during the first-half campaign, executives visited sites to encourage workers operating in extreme heat, and during the second-half campaign, to express appreciation to those working in cold conditions.

For details on our Safety Policy please refer to our website (or scan the QR code).



Slogan

Basic tasks and correct procedures
— zero accidents at every workplace

Fiscal 2024 Safety Slogan

Let's take on the challenge together,
let's create together
— a safe and secure workplace

Heatstroke Prevention Campaign

Every year from May to September, we conduct a Heatstroke Prevention Campaign. This campaign aims to promote understanding of heatstroke symptoms and to instill practices for prevention and preparedness in case of emergencies.

Each business site urges employees to take precautions by displaying awareness posters and educating them with video materials on heatstroke prevention. In addition, heatstroke prevention goods such as oral rehydration solution and instant cooling materials are distributed.

Safe Transport Enhancement Campaign

To prevent accidents and disasters during transportation, the Transportation Committee and the Safety Management Department collaborate to conduct an Enhanced Safety Transportation Campaign. The Transportation Committee consists of two sections, the Container Transportation Sub-committee and the Cargo Transportation Sub-committee, primarily managing safety in land transportation. During the campaign period, participants reviewed basic operations, site-specific traffic lines, trailer safety inspections, and disaster prevention measures. Additionally, executives patrolled each site to ensure thorough implementation of safety transportation practices.



Patrol at the container terminal



Forklift training for new drivers

Traffic Accident Eradication Campaign

The entire FUJITRANS Group conducted a campaign to eradicate traffic accidents. This initiative aims to reduce traffic accidents across the group and raise each employee's awareness of traffic safety.

As part of the campaign, we invited external experts to hold lectures on traffic safety. The lectures included detailed explanations about the recent occurrence status and causes of traffic accidents, as well as specific countermeasures based on actual case studies.



Group employees attending the lecture

Confirming Safety in the Event of an Earthquake

The FUJITRANS Group regularly conducts disaster drills. As part of these efforts, in August and March we conducted drills simulating a large-scale earthquake originating from the Nankai Trough, resulting in infrastructure failure. The drills involved using a safety confirmation system to check on the safety of employees and assess damage at each office.

At the emergency response headquarters set up at the head office, reports from employees were compiled to assess the extent of damage. Additionally, since many of our offices are located near the sea, we also conducted evacuation drills assuming a tsunami following an earthquake.