

FUJITRANS CORPORATION
SUSTAINABILITY REPORT
2026

FUJITRANS CORPORATION

Issued in June 2026

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FUJITRANS CORPORATION
SUSTAINABILITY
REPORT

2026



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SUSTAINABILITY REPORT 2026

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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 2025 (from April 1, 2025 to March 31, 2026) Including some activities that are contiguous with those in fiscal 2025
Reporting Cycle	Issued annually as an annual report
Publication	June 2026 (Previous: June 2025)
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

In 2021, the FUJITRANS Group formulated the “FUJITRANS Sustainability Vision 2050” as a long-term initiative. Going beyond the framework of CSR (corporate social responsibility) that companies must fulfill, we have positioned solving social issues through the logistics business, which is our main business, to establish a sustainable society as one of the most important pillars of our management, and are promoting daily activities towards this goal.

Coastal transportation using RO/RO ships, which is one of the pillars of our business, plays a central role in the “modal shift,” the process of shifting land transportation to sea. Not only can this drastically reduce CO₂ emissions compared to truck transportation, but it also helps solve the shortage of truck drivers. We are proud that this business activity itself, which has received strong interest and expectations from many customers, is a direct contribution to the SDGs (Sustainable Development Goals). In addition, logistics by ship is positioned as an extremely important measure in the carbon neutrality strategy promoted by the government.

However, it is an undeniable fact that we are emitting CO₂ derived from fossil fuels used in these ships and transportation equipment, so reducing it is an urgent issue we face. Looking ahead to achieving carbon neutrality by 2050, which is a global trend, the Group has set a specific milestone of “reducing CO₂ emissions by 25% compared to FY2019 levels by FY2030.”

In order to overcome this high barrier, we are continuing to take on challenges. For ships, we are accelerating the pursuit of operational efficiency through shipping route optimization and the implementation of innovative

energy-saving technologies in new shipbuilding. In addition, while closely monitoring technological trends in hydrogen and ammonia, which are next-generation fuels, we are similarly promoting carbon reduction in transportation equipment. Our policy is to constantly determine the “best move” to switch to future energy.

Also, the issue of “human resources” supporting the logistics industry cannot be ignored. The serious labor shortage of on-site staff, seafarers, and drivers is an important issue affecting business continuity. We believe that our employees are our greatest asset, and we are focusing on creating an environment where diverse human resources can play an active role for a long time.

As part of this, we have established a retirement age extension system, and established a system where veteran employees can smoothly pass on the valuable knowledge and know-how they have gained to the next generation. Furthermore, we are working to expand systems that support flexible work styles and enhance training systems that support individual growth so that employees can work with mental and physical health and pride. I am convinced that increasing the engagement (motivation to contribute) of each employee is the best way to strengthen the underlying strength of the organization, and that we can also maintain and even improve “safety and quality,” which is the foundation of our business and where no compromise is allowed.

In addition, we will accelerate digital transformation (DX), which is being worked on by forming teams in each Sector in response to increasingly complex and increasing tasks. In particular, we aim to improve work efficiency by making full use of cutting-edge technologies such as generative AI, and aim to create new business value that has never been seen before.

In FY2025, we steadily took major steps towards the future, such as building new ships with excellent environmental performance and establishing new bases outside of Japan. Under the “FUJITRANS Sustainability Vision 2050,” we, the FUJITRANS Group, will make strong progress towards the realization of a sustainable society where no one is left behind by demonstrating the Group's comprehensive strength.

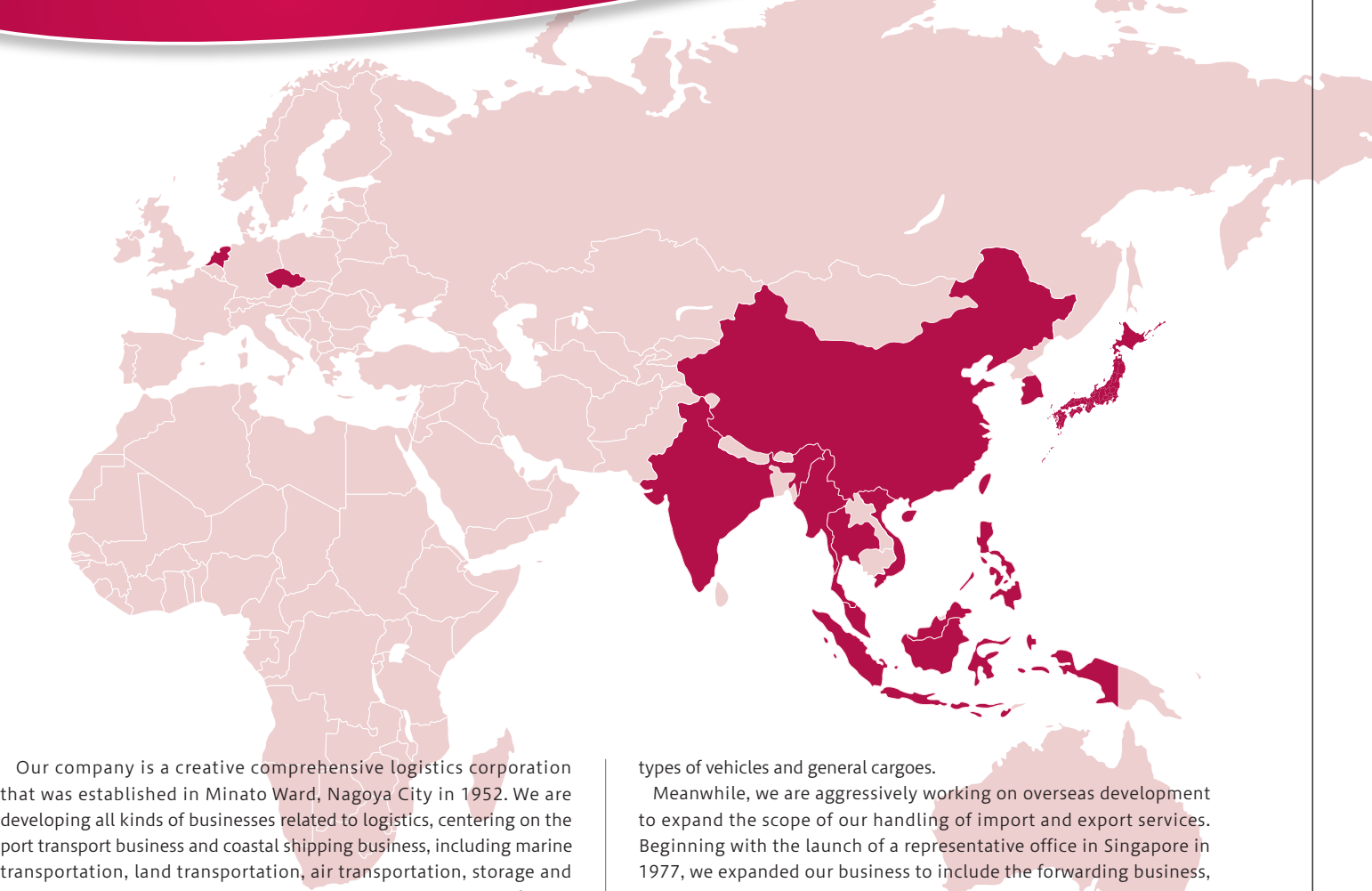
Masahiko Tsumoto

President
FUJITRANS CORPORATION



Corporate Profile

(As of the end of April 2026)



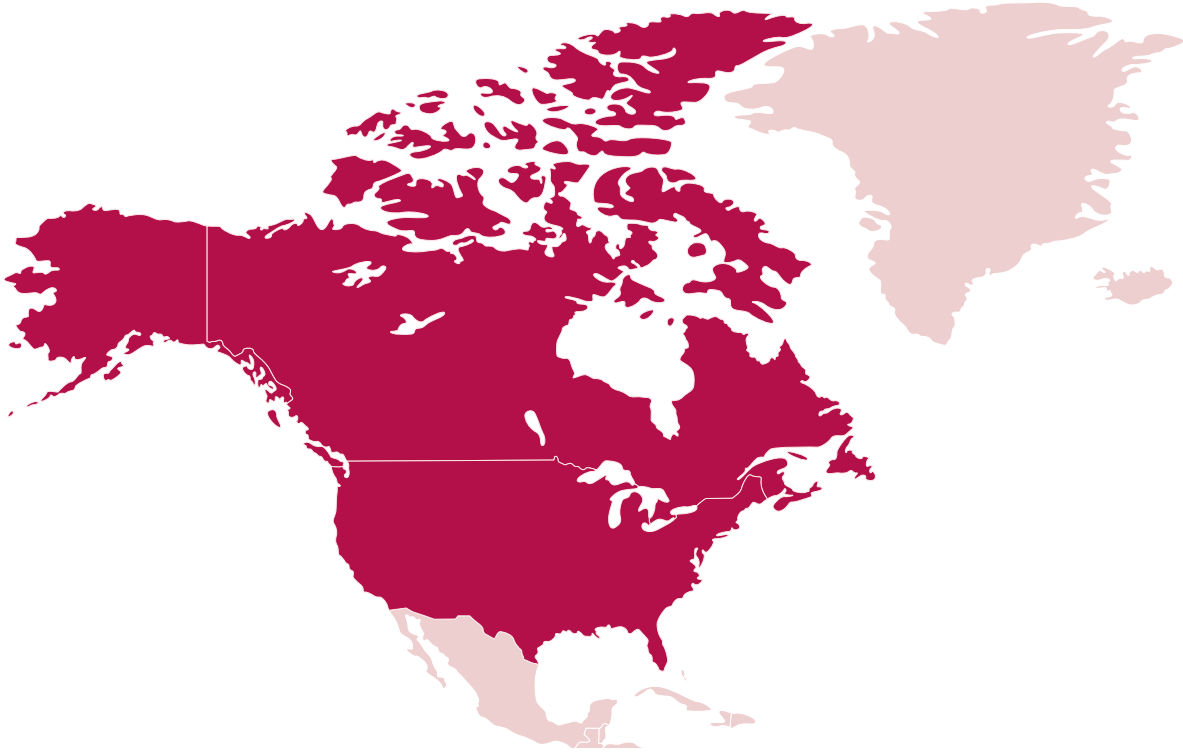
Our company is a creative comprehensive logistics corporation that was established in Minato Ward, Nagoya City in 1952. We are developing all kinds of businesses related to logistics, centering on the port transport business and coastal shipping business, including marine transportation, land transportation, 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, and established our first base in South Asia in FY2025. 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		
Capital	200 million yen	Number of employees	(Non-consolidated) 1,427, (Group) 4,079 (As of the end of April 2026)
Representative	Tatuo Keii, Chairman of the board Masahiko Tsumoto, President	Number of Consolidated Subsidiaries	34 (Fiscal 2025)

事業領域	● International Logistics Services ● Domestic Logistics Services ● Storage & Packaging ● Port Cargo Handling
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Affiliated Companies

Regions	Countries	Companies
Japan	Japan	● FUJITRANS CORPORATION ● NITTO KAIUN CORPORATION ● FUJITRANS LINER ● FUJITRANS ROAD SERVICE ● 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. ● TOCHIKI GODO RIKUUN CO., LTD.
North America	U.S. Canada	● FUJITRANS U.S.A., INC. ● VALFREIGHT, INC. ● VASCOR, LTD.
Europe	Netherlands Czech Republic	● FUJITRANS (EUROPE) B.V. ● FUJITRANS CZECH s.r.o.
East Asia, Southeast Asia	China Korea Singapore Malaysia Thailand Myanmar Philippines Indonesia Vietnam India	● 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. FUJITRANS GLOBAL FREIGHT INDONESIA ● PT. SENOPATI FUJITRANS LOGISTIC SERVICES ● FUJITRANS (VIETNAM) CO., LTD. ● FUJITRANS LOGISTICS INDIA PVT. LTD.

Total 15 countries

Business Highlights (Fiscal 2025)

May 2025

Launch of TV Commercials

TV commercials have started airing in the three Tokai prefectures. The aim is for a wide range of people to know and be interested in our company and port work.

May 2025

Support for Earthquake Damage in Myanmar

For disaster area support, we donated two million yen in relief money through the Japanese Red Cross Society to help rebuild people's lives.

June 2025

Change of President

Former Senior Managing Director Masahiko Tsumoto was promoted to President, and former President Tatsuo Keii was appointed Chairman of the board with representative rights.

October 2025

Designated as a Tsunami Evacuation Building

Our head office building was designated as a tsunami evacuation building in response to requests from the government, etc. It is assumed to function as a temporary evacuation site for residents and tourists in the ward, and in the event of an emergency, opening the conference room on the second floor will contribute to strengthening regional disaster response functions.

October 2025

Certified as the Highest Class of Nagoya SDGs Green Partners

Our head office has been certified as a "Nagoya SDGs Green Partners Certified Excellent Eco-Office" managed by the Nagoya City Environment Bureau. After being certified as a "Certified Eco-Office" in FY2023, we have now obtained the highest certification category due to the accumulation of various environmental initiatives.

November 2025

Naming/Launching of a New Vessel

We held a naming/launching ceremony for the coastal RO/RO ship "Youshou Maru" at the Innoshima Ship Yard of NAIKAI ZOSEN CORPORATION in Onomichi City, Hiroshima Prefecture.

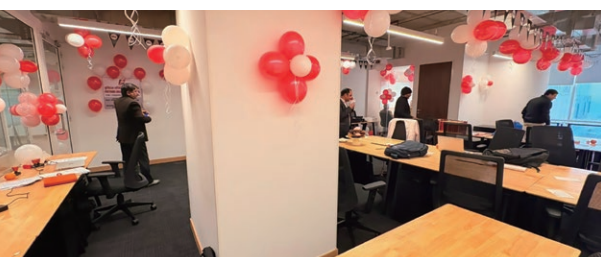
The interior of this ship consists of seven decks, and the upper bow section features a flatter design compared to conventional bow shapes, thereby increasing the loading area. In addition, it uses Becker twisted fins that convert energy loss due to propeller swirling flow into thrust. It is expected to reduce CO₂ emissions by approximately 20% compared to conventional ships of the same name, due in part to design innovations in the hull, and will also contribute to the realization of a decarbonized society under the long-term policy "FUJITRANS Sustainability Vision 2050."



December 2025

Establishment of FUJITRANS LOGISTICS INDIA PVT. LTD.

We have established a local subsidiary in India. It will provide optimal logistics solutions to respond to the rapidly growing demand for logistics infrastructure, driven by strong domestic demand.



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	● Understanding and reducing GHG emissions	● Conservation of forests and marine environments	● Ensuring a workplace with job satisfaction ● Consideration for diverse workstyles ● Maintaining stable employment	● Addressing societal issues through business
Key measure	● Transition to next-generation fuels ● Active utilization of renewable energy    	● Conservation of environments including oceans and forests ● Reduction of waste ● Active use of recycled products    	● 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  	● 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.

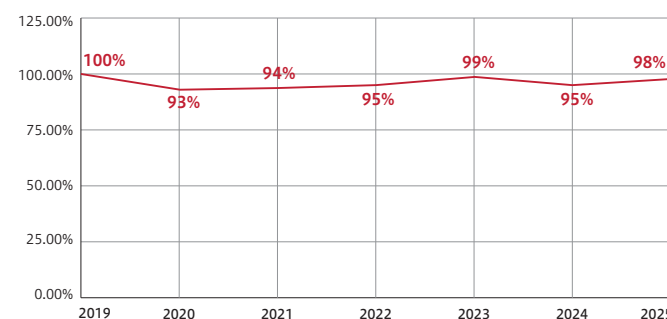
[Sustainability Promotion Council]



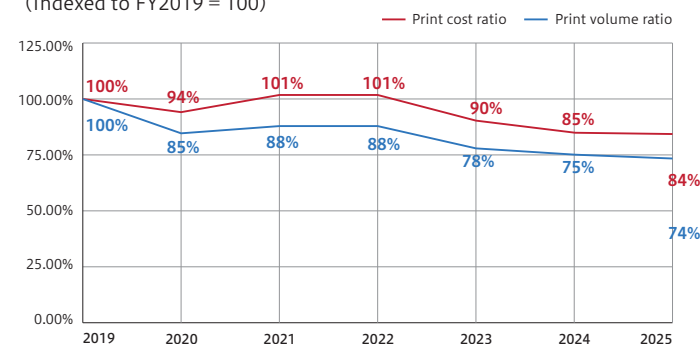
Goals

	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 50% compared to FY2019 by 2030. Reduce print cost by 40%.
Society	Creating a comfortable workplace	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



●Minato SDGs Partner Registration Program
FUJITRANS CORPORATION
TOCHIKI GODO YUSO CO., LTD.

Economic Area



●DX Certified Business Operator
FUJITRANS CORPORATION

Environmental Area



●Nagoya SDGs Green Partners
FUJITRANS CORPORATION Head Office
(Certified Excellent Eco-Office)
TOCHIKI GODO YUSO CO., LTD. Head Office
(Registered Eco-Office)

●BELS FUJITRANS CORPORATION Toyohashi Branch
●CASBEE FUJITRANS CORPORATION Head Office



●International Forest Certification System (SGEC)
FUJITRANS CORPORATION Fujippu Forest



●Energy Efficiency Rating System for Domestic Vessels
FUJITRANS CORPORATION
FUGAKU MARU, IZUMI MARU (★★★★★)
NITTO KAIUN CORPORATION
OCEAN LINK, LTD.
NISSHO-MARU, NICHIIYU-MARU (★★★★★)



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.

Featured as a Case Study in the Modal Shift Promotion Project

The modal shift initiative in which the Group participates was featured as a case study in the FY2025 Modal Shift Promotion Project, conducted by the Chubu District Transport Bureau of the Ministry of Land, Infrastructure, Transport and Tourism, following its inclusion in FY2024. By shifting part of the cargo transport

route from Aichi Prefecture to the Tohoku region from trucks to our coastal RO/RO ships, we will helping address the shortage of long-haul drivers and promote the reduction of CO₂ emissions from truck transportation.

Introduction of RTG to Our Own Container Yard

We built a dedicated yard at the Nishihama Container Yard operated by the company and replaced the top lifter with a near-zero emission RTG (rubber-tired gantry crane). 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 (FC) will enable full decarbonization.



The newly introduced transfer crane

Creation of Eelgrass Beds

The 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.



Eelgrass seedlings growing on the seabed

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.

FC Forklift Demonstration Test

We participated in a demonstration test of an FC (hydrogen fuel cell) forklift as part of the “Nagoya Port Decarbonization Promotion Plan” (Carbon Neutral Port Plan), where the use of hydrogen fuel is being considered. While there are restrictions on fueling locations, we were able to confirm that the refueling time is short compared to electric vehicles, and that there is generally no difference in operability.



Demonstration test



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	• Head Office • Kyugochi Office (including FUJITRANS LINER) • Kinjo Operation Center	• Sorami Logistics Center • Kinjo Logistics Center • Toyohashi Branch • RO/RO ship “Fujiki”	• 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

We participated in Nagoya City’s citywide greening campaign. This activity aims to provide a real sense of the connections between living things and their importance by promoting greenery that is designed to allow a greater variety of species to visit and inhabit the area.



Blooming hydrangeas

Effective Use of Food Waste

As part of our efforts to reduce food loss, we are working to compost food waste generated in the head office cafeteria. Following FY2024, we continue to cultivate basil in the onsite flowerbeds using fertilizer. Employees volunteer to water and take care of the plants, and the harvested basil is once again transformed into the head office cafeteria menu, making the first step towards a circular economy.



Basil grown in the flowerbed

Cooperation in Food Drives

We are cooperating in “food drives,” where we bring in food that is unused at home and deliver it to people in need of support. The collected food is donated through an NPO. We believe this activity will contribute to the realization of a sustainable society in terms of both reducing food loss and contributing to society.

Forest Conservation: Company-owned Forest “Fujippu Forest”

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 Fujippu Forest, 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 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 SGEI international forest certification system.

In FY2025, branches and leaves generated during forest management to promote the growth of Sakhalin Spruce trees that have been planted were transformed into new value. We have begun using aroma sprays made by distilling branches and leaves as promotional items. We deliver the rich scents of nature that we continue to protect to those who hold our products in our hands.



Growing Sakhalin Spruce trees



Aroma spray made

Green Orientation

We are conducting forest training for new employees. In FY2025, in the Tono area of Gifu Prefecture, which is the upper reach of the river flowing into Nagoya Port, they actually went into the forest and experienced thinning work with the cooperation of local forest managers, and felt the importance of forest protection. Employees who will lead the next generation were able to gain an insight into the foundation of sustainability—the realization that “the activities taking place in distant mountains are directly linked to the ocean, which is our field,” the foundation of sustainability.



New employees in action

Beautification Activities around Offices

As part of our ISO 14001 (environment) activities for environmental beautification, we carry out cleanup activities around our 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.

Tidal Flat Cleanup

Corporate Sustainability Dept. members and new employees 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 trash containing microplastics washing up from rivers and the sea, cleanup activities are conducted mainly by citizens’ groups.

*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.



Employees collecting trash

Cleanup Activities at Heisenji Hakusan Shrine in Fukui Prefecture

We carried out cleanup activities twice a year at Heisenji Hakusan Shrine in Katsuyama City, Fukui Prefecture. It is a historic shrine that has been the base of Hakusan worship for over 1,300 years, and the grounds are fully covered with moss, and the former Gensei-in Garden has been designated as a national scenic spot. Our employees cleaned the temple grounds in preparation for the spring and summer festivals.

Fishing Port Cleanup

Our Corporate Sustainability Dept. and the ISO14001 Secretariat took the lead and worked on cleanup activities at Tarumi Fishing Port in Tokoname City. This Fishing Port is a site where we are working together with TOA CORPORATION to create eelgrass beds, and the cleanup activities were carried out to express our gratitude to the local fishing cooperative for their support of our activities.

Coastal Cleanup in the Philippines

FUJITRANS LOGISTICS PHILIPPINES, INC. is participating in the world’s largest marine conservation event “INTERNATIONAL COASTAL CLEANUP DAY.” In FY2025, 83 employees from each head office/branch, including the Santa Rosa Head Office, cleaned the coasts all at once near the ports of Batangas, Cebu, Iloilo, Bacolod, Davao, and Cagayan de Oro where the company’s RO/RO ships call. The total amount of trash collected reached 5,424 kg.



Employees who participated in the cleanup in Batangas

Production of Environmentally Friendly Promotional Items

We produce and distribute environmentally friendly promotional items. For example, clear files are made of paper, biomass plastic and ocean plastic are used for ballpoint pens, and recycled plastic is used for ship paper crafts.

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 FY2025, seminars on three themes were held at each business site in the head office area.

- “Oral Frail – Let’s Check Your Chewing Power”
- “Mental Health from the Perspective of Labor Management”
- “Alcohol, Tobacco, Work, and Me – Effects of Drinking Alcohol and Smoking on Health”

Stress Checks

The Group considers the physical and mental health of each employee a critical management issue and conducts 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, the 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.

Introduction of Business Casual

The Group introduced business casual to further advance our health management and work style reforms. We promote the autonomy of each employee and create a workplace environment where they can maintain both physical and mental health and demonstrate their creativity.

Note that participation in these activities is not mandatory,

and separate rules are stipulated when special considerations are required due to the workplace environment, etc. By carrying out our operations according to each work content and workplace environment, we strive to create an environment where everyone is comfortable and can demonstrate their maximum performance as professionals.



DX

Promotion of DX

The Group was certified as a DX certified business in May 2024 under the “DX Certification System” established by the Ministry of Economy, Trade and Industry. Currently, we have launched our own DX promotion project “Fujitrans Digital Transformation

(FDX)” as one of the means to achieve the medium-term management plan. Each sector and group company has formed an “FDX team” to promote business process transformation and business growth by combining wisdom and digital technology.

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



Safety

"Zero Accidents" Campaign

The Group was certified as a DX certified business in May 2024 under the “DX Certification System” established by the Ministry of Economy, Trade and Industry. Currently, we have launched our own DX promotion project “Fujitrans Digital Transformation

(FDX)” as one of the means to achieve the medium-term management plan. Each sector and group company has formed an “FDX team” to promote business process transformation and business growth by combining wisdom and digital technology.

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



Slogan Follow the rules and work together to achieve a zero-accident workplace

Heatstroke Prevention Campaign

Every year from May to September, we conduct a “Heatstroke Prevention Campaign.” Starting in May, before the intense heat sets in, we encourage our employees to understand “heat acclimation (heat adaptation)” and strive to build a body that is less susceptible to heatstroke. In addition, to prevent the neglect

of early symptoms and delays in response, we check the physical condition of employees at the start of work, during meals, and during breaks, provide educational videos, and distribute heatstroke prevention goods such as oral rehydration solutions and instant cooling materials.

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



Patrol at our company pier in Kyugochi

Traffic Accident Eradication Campaign

The entire 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 it, in training on traffic safety, causes and countermeasures were explained using footage from dashcams of actual accidents.

Disaster Prevention System to Support Peace of Mind in the Event of an Earthquake

The 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. Furthermore, we invited an external instructor to conduct a drill simulating the first hour following a major earthquake. It is a practical program designed to help participants determine the best response and make decisions in response to the ever-changing damage

situation at the site within a limited time. The participating employees learned in depth their roles in times of emergency and the importance of organizational cooperation.

We are also building up our emergency stockpiles in anticipation of situations where people may be unable to return home. In FY2025, items were added from the viewpoint of diversity. We are promoting the creation of a system where all employees, regardless of gender, can wait with peace of mind.



Employees undergoing training to face changes in the situation