

FUJITRANS GROUP

Harassment Prevention Basic Policy

Date of Enactment: October 1, 2026
FUJITRANS CORPORATION

1. Purpose of This Policy

Fujitrans Corporation (hereinafter referred to as “the Company”) believes it is important to respect the personality and dignity of job applicants, candidates who have received job offers, temporary workers on a path to permanent employment, and participants in internships and other programs (hereinafter referred to as “job seekers, etc.”) in our recruitment activities and other related efforts, and to ensure an environment where they can engage in job-seeking activities and other related efforts fairly and with peace of mind.

To prevent sexual harassment against job seekers, etc., the Company will take appropriate measures in accordance with this policy.

2. Prohibition of Sexual Harassment

The Company will not tolerate any behavior that causes discomfort to job seekers, etc., through sexual remarks or actions, or that infringes upon their dignity, in any context related to recruitment activities, including job interviews, information sessions, internships, and training programs.

3. Thorough Internal Communication

We will ensure that all executives and employees involved in recruitment activities (including company information sessions, interviews, and visits by alumni) are fully informed and strictly prohibited from engaging in conduct that constitutes sexual harassment.

4. Rules Regarding Interviews and Contact with Job Seekers and Others

We will strictly adhere to the following rules when conducting interviews with job seekers and others, or when facilitating visits by alumni.

(1) Interview Methods

We require that interviews be conducted using one of the following methods:

① In-person interviews ② Online interviews ③ Phone calls using company-issued cell phones

(2) Interview Locations

As a general rule, interviews will be conducted within our company facilities (headquarters and branch offices) or at external facilities approved by the company as interview locations (such as job fair venues). Interviews at inappropriate restaurants, private spaces such as private residences, or in enclosed rooms are strictly prohibited and will not be conducted.

(3) Interview Hours

Interviews will be conducted exclusively during our regular business hours (8:30 a.m.–5:30 p.m.).

We will not make any requests or encourage individual meetings during early mornings, late nights, or on holidays.

(4) Rules for Visits with Former Employees

When job seekers or others wish to visit a current employee of our company, they must submit a prior application to our recruitment department to arrange the method, location, and time of the meeting. Direct contact with employees without going through the recruitment department, as well as private or personal meetings (such as dining or socializing) are strictly prohibited.

5. Prompt and Appropriate Response to Incidents of Sexual Harassment

If the Company receives a consultation or report regarding sexual harassment during recruitment activities, it will respond promptly and appropriately. If the facts are confirmed, the Company will take strict action, including measures to protect the victim, disciplinary action against the perpetrator, and the implementation of measures to prevent recurrence.

6. Consultation Desk for Sexual Harassment Involving Job Seekers, etc.

Consultations, complaints, and inquiries regarding sexual harassment in our recruitment activities are accepted at the following contact point.

When we receive a consultation or report from a job seeker or employee, we will verify the facts promptly and fairly, appropriately protect the privacy of those involved, and strictly prohibit any adverse treatment based on such consultations or reports.

Consultation Desk: General Affairs Department

- ① Phone Number: 052-653-3111 (Main Switchboard)
- ② Hours: Weekdays 8:30 AM - 5:30 PM
- ③ E-mail: privacy@fujitrans.com
- ④ Mailing Address: 1-7-41 Irifune, Minato-ku, Nagoya 455-0032
Fujitrans Corporation, General Affairs Dept.

7. Public Disclosure

This policy will be made public via our company website, internal bulletin boards, information materials for job applicants, and other means.