

## **Group Human Resource Policy**

### **General Assembly**

In alignment with our mission statement – “each day with renewed commitment, we create new value through packaging”, the Fuji Seal Group ("FSG") strives to achieve sustainable growth and enhance corporate value for our stakeholders including our customers, employees, business partners, shareholders, and society.

### **Article 1. Scope of Application**

The scope of this policy applies to all FSG employees (including temporary and part-time employees.)

### **Article 2. Purpose**

The purpose of FSG Human Resources' (hereinafter referred to as GHR) policy is to advance our organization's diversity, treat our employees equitably, and encourage them to embrace our slogan: We call creation a "dream," We call challenges to creation "courage," We call a heated discussion on creation "trust".

FSG believes that the essential resources of a company are talent, products, services, and capital. Products, services, and capital are created by talent. Therefore, employees are the key to our success and growth, and nothing can be achieved without strong engagement of our employees.

By developing our human capital, we believe we can improve our business performance to achieve our mission and vision.

### **Article 3. Statement**

GHR policy is a guideline and a basis for treating all employees fairly and equitably and to provide clear communication of our human resources' philosophy. Since each local legal entity of Fuji Seal has a different set of circumstances, the management of Human Resources can be different but will always comply with the GHR policy.

FSG Commitments:

- Provide good working conditions with a healthy and safe work environment for our employees all over the world.
- Build conditions and benefits corresponding to local demands.

- Establish pay and benefits within the social and legal context of each country and with respect to applicable collective agreements.
- Grant opportunities for employees to grow with the company.
- Foster a company culture that values personal learning and development. Employees at all levels are encouraged to grow by improving their knowledge and skills.
- Encourage and support growth and development of specialized skills, taking wider responsibilities and participating in cross functional tasks or projects to obtain additional skills and improve capabilities.
- Listen to and understand employee's career expectations. Provide and receive regular feedback on performance and career ambitions through performance evaluation systems.
- Embrace a culture of mutual trust. Dream, courage, and trust are part of our slogan and in that perspective, open and heated discussions can be held and always are accompanied by showing respect.

### **Supplementary provisions**

#### **Article 4: Questions to this Rule**

The CHRO of FSI may receive all questions arising from this policy.

#### **Article 5: Revision or Abolition**

The revision and/or abolition of this policy will be subject to the approval of the FSI Board of Directors.

Established: June 26, 2008

Revised: March 15, 2019

Revised: April 1, 2024