

Correspondence Table for Japan’s Corporate Governance Code (2024.8.)

Japan’s Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
Principle 1-1. Securing the Rights of Shareholders	Basic Policy for Corporate Governance 1. (1)
Supplementary Principle 1-1①	Basic Policy for Corporate Governance 1. (2)
Supplementary Principle 1-1②	Basic Policy for Corporate Governance “System for Corporate Governance” & “4. Responsibilities of the Board of Directors”
Supplementary Principle 1-1③	Basic Policy for Corporate Governance 1. (3)
Principle 1-2. Exercise of Shareholder Rights at General Shareholder Meetings	Basic Policy for Corporate Governance 1. (2)
Supplementary Principle 1-2①	Corporate Governance Report (Measures to Vitalize the General Shareholder Meetings and Facilitate Exercise of Voting Rights)
Supplementary Principle 1-2②	
Supplementary Principle 1-2③	
Supplementary Principle 1-2④	
Supplementary Principle 1-2⑤	Basic Policy for Corporate Governance 1. (2)
Principle 1-3. Basic Strategy for Capital Policy	Basic Policy for Corporate Governance 1. (5)
Principle 1-4. Cross-Shareholdings 【Specific Disclosure Item】	Basic Policy for Corporate Governance 1. (6)
Supplementary Principle 1-4①	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 1-4②	
Principle 1-5. Anti-Takeover Measures	Basic Policy for Corporate Governance 1. (7)
Supplementary Principle 1-5①	Corporate Governance Report (Adoption of Anti-Takeover Measures)
Principle 1-6. Capital Policy that May Harm Shareholder Interests	Basic Policy for Corporate Governance 1. (5)
Principle 1-7. Related Party Transactions 【Specific Disclosure Item】	Basic Policy for Corporate Governance 1. (8) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Principle 2-1. Business Principles as the Foundation of Corporate Value Creation Over the Mid- to Long-Term	Basic Policy for Corporate Governance 2. (1)
Principle 2-2. Code of Conduct	Basic Policy for Corporate Governance 2. (2)
Supplementary Principle 2-2①	Corporate Governance Report (Status of Measures to Ensure Due Respect for Stakeholders)
Principle 2-3. Sustainability Issues, Including Social and Environmental Matters	Basic Policy for Corporate Governance 2. (3)
Supplementary Principle 2-3①	Corporate Governance Report (Status of Measures to Ensure Due Respect for Stakeholders) Annual Securities Report (p.14~16) 2. Sustainability Philosophy and Initiatives (Japanese only. Same as below.) Annual Securities Report (p.17~18) 3. Business Risk and Other Risk Factors Annual Securities Report (p.19~24) 4. Management Analysis of Consolidated Business Results, Financial Position and Cash Flows

Japan's Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
Principle 2-4. Ensuring Diversity, Including Active Participation of Women	Basic Policy for Corporate Governance 2. (4)
Supplementary Principle 2-4① 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code) Annual Securities Report (p.14~16) 2. Sustainability Philosophy and Initiatives
Principle 2-5. Whistleblowing	Basic Policy for Corporate Governance 2. (5)
Supplementary Principle 2-5①	Corporate Governance Report (Status of Measures to Ensure Due Respect for Stakeholders)
Principle 2-6. Roles of Corporate Pension Funds as Asset Owners 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Principle 3-1. Full Disclosure 【Specific Disclosure Item】	Basic Policy for Corporate Governance 3. (1) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 3-1①	Basic Policy for Corporate Governance 3. (1)
Supplementary Principle 3-1②	Corporate Governance Report (Status of IR-related Activities)
Supplementary Principle 3-1③ 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code) Annual Securities Report (p.14~16) 2. Sustainability Philosophy and Initiatives
Principle 3-2. External Auditors	Basic Policy for Corporate Governance 3. (2)
Supplementary Principle 3-2①	Corporate Governance Report (Auditing Structure) Annual Securities Report (p.47~49) (3) Audit Status
Supplementary Principle 3-2②	
Principle 4-1. Roles and Responsibilities of the Board (1)	Basic Policy for Corporate Governance 4. (1)
Supplementary Principle 4-1① 【Specific Disclosure Item】	Basic Policy for Corporate Governance 4. (3) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-1②	Basic Policy for Corporate Governance 3. (1) & 4. (3)
Supplementary Principle 4-1③	Basic Policy for Corporate Governance 4. (7)
Principle 4-2. Roles and Responsibilities of the Board (2)	Basic Policy for Corporate Governance 4. (1)~(6)
Supplementary Principle 4-2①	Corporate Governance Report (Incentives, Remuneration for Directors and Executive Officers)
Supplementary Principle 4-2②	Basic Policy for Corporate Governance 1. (5) & 4. (3) Group Sustainability Basic Policy Annual Securities Report (p.14~16) 2. Sustainability Philosophy and Initiatives

Japan's Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
Principle 4-3. Roles and Responsibilities of the Board (3)	Basic Policy for Corporate Governance 4.(4),(5),(6) Corporate Governance Report (Matters Concerning the Internal Control System)
Supplementary Principle 4-3①	
Supplementary Principle 4-3②	Basic Policy for Corporate Governance 4. (5),(7)
Supplementary Principle 4-3③	
Supplementary Principle 4-3④	Basic Policy for Corporate Governance 4. (4) Corporate Governance Report (Matters Concerning the Internal Control System)
Principle 4-4. Roles and Responsibilities of Kansayaku and the Kansayaku Board	Basic Policy for Corporate Governance 4. (8)
Supplementary Principle 4-4①	Basic Policy for Corporate Governance 4. (9)
Principle 4-5. Fiduciary Responsibilities of Directors and Kansayaku	Basic Policy for Corporate Governance 4. (1),(2),(3),(4),(10)
Principle 4-6. Business Execution and Oversight of the Management	
Principle 4-7. Roles and Responsibilities of Independent Directors	Basic Policy for Corporate Governance 4. (2)
Principle 4-8. Effective Use of Independent Directors	
Supplementary Principle 4-8①	Basic Policy for Corporate Governance 4. (10)
Supplementary Principle 4-8②	Basic Policy for Corporate Governance 4. (2),(9),(10)
Supplementary Principle 4-8③	(Not applicable)
Principle 4-9. Effective Use of Independent Directors 【Specific Disclosure Item】	Basic Policy for Corporate Governance 4. (2) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Principle 4-10. Use of Optional Approach	Basic Policy for Corporate Governance “System for Corporate Governance”
Supplementary Principle 4-10①	(Not applicable)
Principle 4-11. Preconditions for Board and Kansayaku Board Effectiveness	Basic Policy for Corporate Governance 4. (10)
Supplementary Principle 4-11① 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-11② 【Specific Disclosure Item】	
Supplementary Principle 4-11③ 【Specific Disclosure Item】	
Principle 4-12. Active Board Deliberations	Basic Policy for Corporate Governance 4. (10)
Supplementary Principle 4-12①	

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Principle 4-13. Information Gathering and Support Structure <table border="1" data-bbox="210 418 877 602"> <tr> <td data-bbox="210 418 877 477">Supplementary Principle 4-13①</td> </tr> <tr> <td data-bbox="210 477 877 537">Supplementary Principle 4-13②</td> </tr> <tr> <td data-bbox="210 537 877 602">Supplementary Principle 4-13③</td> </tr> </table>	Supplementary Principle 4-13①	Supplementary Principle 4-13②	Supplementary Principle 4-13③	Basic Policy for Corporate Governance 4. (9),(10) Corporate Governance Report (Auditing Structure)
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Supplementary Principle 4-13②				
Supplementary Principle 4-13③				
Principle 4-14. Director and Kansayaku Training <table border="1" data-bbox="210 700 877 869"> <tr> <td data-bbox="210 700 877 759">Supplementary Principle 4-14①</td> </tr> <tr> <td data-bbox="210 759 877 869">Supplementary Principle 4-14② 【Specific Disclosure Item】</td> </tr> </table>	Supplementary Principle 4-14①	Supplementary Principle 4-14② 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)	
Supplementary Principle 4-14①				
Supplementary Principle 4-14② 【Specific Disclosure Item】				
Principle 5-1. Policy for Constructive Dialogue with Shareholders 【Specific Disclosure Item】 <table border="1" data-bbox="210 1056 877 1249"> <tr> <td data-bbox="210 1056 877 1115">Supplementary Principle 5-1①</td> </tr> <tr> <td data-bbox="210 1115 877 1175">Supplementary Principle 5-1②</td> </tr> <tr> <td data-bbox="210 1175 877 1249">Supplementary Principle 5-1③</td> </tr> </table>	Supplementary Principle 5-1①	Supplementary Principle 5-1②	Supplementary Principle 5-1③	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code) Corporate Governance Report (Status of IR-related Activities)
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Supplementary Principle 5-1②				
Supplementary Principle 5-1③				
Principle 5-2. Establishing and Disclosing Business Strategies and Business Plans <table border="1" data-bbox="210 1389 877 1448"> <tr> <td data-bbox="210 1389 877 1448">Supplementary Principle 5-2①</td> </tr> </table>	Supplementary Principle 5-2①	Basic Policy for Corporate Governance 4. (5) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)		
Supplementary Principle 5-2①				